

Board of Governors Meeting

October 2025



Pennsylvania's
STATE SYSTEM
of Higher Education



Pennsylvania's
STATE SYSTEM
of Higher Education

Board of Governors Meeting

October 16, 2025

Slippery Rock University

Smith Student Center

107 W. Central Loop, Slippery Rock, PA 16057

Thursday, October 16, 2025

9:00 a.m.

Public Meeting

1. Roll call
2. Pledge of allegiance
3. Welcome by host university president
4. Remarks by the Chair
5. Remarks by union leaders
6. Remarks by PACT president
7. Public comment
8. Consent agenda
(These items will be considered in one motion unless a member requests an item be removed for individual consideration. "FYI" items require no action and are provided for informational purposes only.)
 - a. Meeting minutes
 - b. FYI: Update on academic program changes
 - c. FYI: [Audited financials for FY 24/25](#)
 - d. FYI: [Internal audit plan](#)
9. Governance and Leadership Committee
 - a. Student trustee appointments
10. Remarks by the Chancellor and staff
11. University Success Committee
 - a. Budget
 - b. Capital plan
 - c. Appropriations request
12. Board consideration
 - a. Approval of committee actions
 - b. Ratification of collective bargaining agreement
13. Other business
14. Adjournment

Executive Session may be called as needed

Sequence of agenda items may change

CONSENT AGENDA



Pennsylvania's
STATE SYSTEM
of Higher Education

**Board of Governors
Pennsylvania's State System of Higher Education
Meeting Minutes**

313th Meeting
Thursday, July 17, 2025
9:00 a.m.
Alexander Grass Campus

ATTENDING:

Board of Governors:

Robert W. Bogle
Representative Tim Briggs
Richard Caruso
Dr. Brandon Danz
William Gindlesperger
Abigail Hancox, student member
Jude Husein, Designee for Senator Art Haywood
David Maser (Vice Chair)
Mark-handy Phanor, student member
Representative Brad Roae
Dr. Cynthia D. Shapira (Chair)
Ali Sina Sharifi, student member
Samuel H. Smith (Vice Chair)
Cindy Urban, Designee for Senator Lynda Culver

Also, in attendance was Faculty Liaison, Dr. Jamie Phillips.

Chair Cindy Shapira called the meeting to order at 9:01 a.m.

CHAIR'S REMARKS (Full remarks in video archive)

Chair Shapira called the meeting to order and welcomed the new president of Kutztown University, Dr. Phil Cavalier. She also welcomed Dr. Jamie Phillips back as the faculty liaison. Chair Shapira reminded the audience that the Board had approved Dr. Chris Fiorentino as chancellor at its April meeting. Before proceeding with the oath of office, she acknowledged Chancellor Fiorentino's wife, Dr. Sue Fiorentino.

OATH OF OFFICE (Full remarks in video archive)

Chair Shapira administered the oath of office to Chancellor Chris Fiorentino.

REMARKS BY CHANCELLOR (Full remarks in video archive)

Chancellor Fiorentino expressed gratitude to supporters of PASSHE's mission, thanked faculty, staff and university leaders for their contributions, acknowledged PASSHE's partnership with the Administration and General Assembly, and recognized union leaders and students.

In the fall, Chancellor Fiorentino will travel to all PASSHE universities to gather insights from students, faculty, and staff regarding the system's emerging priorities. He aims to maximize and fully realize the benefits of system redesign and is focused on ensuring that every PASSHE

student succeeds. His passion for running inspires him to help students run their race and maybe change the world as they do it.

Attendance was taken at the direction of Chair Shapira established that a quorum of the Board was present.

PUBLIC COMMENT

No public comment was offered.

BOARD CONSIDERATION (Full remarks in video archive)

MOTION: CHAIR SHAPIRA MOVED THAT THE BOARD APPROVES AN UNDERGRADUATE TUITION INCREASE OF \$139 PER SEMESTER AND THE CORRESPONDING BASE GRADUATE TUITION IN ACCORDANCE TO POLICY AND COMMITTED TO ROLLING BACK THE TUITION INCREASE IF SUFFICIENT FUNDING IS RECEIVED IN THE APPROPRIATION.

Roll call vote. 13 voted yes and 1 voted no. The motion passed.

RESOLUTIONS (Full remarks in video archive)

Chair Shapira presented Dr. Tina Chiarelli-Helminiak, former faculty liaison to the Board of Governors, and Dr. Kenneth Hawkinson, who recently retired as president of Kutztown University, with resolutions honoring their contributions to their universities and the Board of Governors and advancing the cause of public higher education and the State System.

REMARKS BY UNION LEADERS (Full remarks in video archive)

- Dr. Mario Majcen, APSCUF, on behalf of President Ken Mash

CONSENT AGENDA

- Meeting minutes – April 10, 2025 and April 30, 2025
- Committee assignments – Sen. Linda Schlegel-Culver is added to the Student Success Committee
- Update to Policy 1988-04-A *Cooperating Faculty Stipend*
- Academic program changes – The informational material indicates academic program changes since last quarter.

MOTION: CHAIR SHAPIRA MOVED THAT THE CONSENT AGENDA BE APPROVED AS PRESENTED.

Voice vote. No opposition. The motion passed.

GOVERNANCE AND LEADERSHIP COMMITTEE (Full remarks in video archive)

Roll call was conducted at the request of Committee Chair Smith, and the following members were present: Cynthia Shapira (ex-officio) and President Karen Riley (non-voting president liaison).

Act 50 of 2020 empowers the Board of Governors to appoint students to serve on the Councils of Trustees for universities within the State System. The universities utilize a thorough and inclusive recruiting process to identify and vet potential candidates and recommend student trustee appointments.

Based on input from the university president of Cheyney University, and the Office of the Chancellor, the Committee recommended the student appointment to the University Council of Trustees.

UNIVERSITY SUCCESS COMMITTEE (Full remarks in video archive)

Roll call was conducted at the request of Chair Shapira on behalf of Committee Chair Bullock, and the following members were present: Rich Caruso, Brandon Danz, William Gindlesberger, Brad Roae, Ali Sina Sharifi, and President Charles Patterson (non-voting president liaison).

MOTION: COMMITTEE CHAIR MOVED THAT THE BOARD APPROVES THE FISCAL YEAR 2025-26 PRELIMINARY ANNUAL OPERATING BUDGETS FOR THE STATE SYSTEM UNIVERSITIES AND OFFICE OF THE CHANCELLOR, REFLECTED IN ATTACHMENT 1.

Voice vote of the committee. No opposition. The motion passed.

MOTION: COMMITTEE CHAIR MOVED THAT THE BOARD APPROVES WEST CHESTER UNIVERSITY'S REQUEST TO RENOVATE AND EXPAND SOUTH CAMPUS APARTMENT BUILDINGS USING \$92.1 MILLION IN SYSTEM BOND FINANCING; AND THAT THE BOARD APPROVES KUTZTOWN UNIVERSITY'S REQUEST TO RENOVATE JOHNSON HALL USING \$20.0 MILLION IN STATE SYSTEM BOND FINANCING; AND THAT THE BOARD ADOPTS THE ATTACHED "RESOLUTION AUTHORIZING THE ISSUANCE OF BONDS" UP TO \$114.0 MILLION IN BONDS IN ONE OR MORE SERIES; AND THAT THE BOARD ADOPTS THE ATTACHED "RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE CERTAIN EXPENDITURES FROM PROCEEDS OF TAX-EXEMPT BONDS."

Voice vote of the committee. No opposition. The motion passed.

MOTION: COMMITTEE CHAIR MOVED THAT THE BOARD DELEGATES TO THE EXECUTIVE COMMITTEE THE APPROVAL OF THE APPROPRIATION ALLOCATION FOR THE UNIVERSITIES AND SYSTEMWIDE INITIATIVES TO BE FUNDED BY FISCAL YEAR 2025-26 EDUCATIONAL AND GENERAL APPROPRIATION, IN ACCORDANCE WITH THE SYSTEM'S FORMULA.

Voice vote of the committee. No opposition. The motion passed.

BOARD CONSIDERATION (Full remarks in video archive)

MOTION: GOV. SMITH MOVED THAT THE BOARD OF GOVERNORS HEREBY APPOINT MORGAN EASON TO THE CHEYNEY UNIVERSITY COUNCIL OF TRUSTEES.

Voice vote of the Board. No opposition. The motion passed.

MOTION: CHAIR SHAPIRA MOVED THAT THE BOARD APPROVES THE FISCAL YEAR 2025-26 PRELIMINARY ANNUAL OPERATING BUDGETS FOR THE STATE SYSTEM UNIVERSITIES AND OFFICE OF THE CHANCELLOR, REFLECTED IN ATTACHMENT 1.

Voice vote of the committee. No opposition. The motion passed.

MOTION: CHAIR SHAPIRA MOVED THAT THE BOARD APPROVES WEST CHESTER UNIVERSITY'S REQUEST TO RENOVATE AND EXPAND SOUTH CAMPUS APARTMENT BUILDINGS USING \$92.1 MILLION IN SYSTEM BOND FINANCING; AND THAT THE BOARD APPROVES KUTZTOWN UNIVERSITY'S REQUEST TO RENOVATE JOHNSON HALL USING \$20.0 MILLION IN STATE SYSTEM BOND FINANCING; AND THAT THE BOARD ADOPTS THE ATTACHED "RESOLUTION AUTHORIZING THE ISSUANCE OF BONDS" UP TO \$114.0 MILLION IN BONDS IN ONE OR MORE SERIES; AND THAT THE

BOARD ADOPTS THE ATTACHED “RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE CERTAIN EXPENDITURES FROM PROCEEDS OF TAX-EXEMPT BONDS.”

Roll call vote. 11 voted yes and 1 voted no. The motion passed.

MOTION: CHAIR SHAPIRA MOVED THAT THE BOARD DELEGATES TO THE EXECUTIVE COMMITTEE THE APPROVAL OF THE APPROPRIATION ALLOCATION FOR THE UNIVERSITIES AND SYSTEMWIDE INITIATIVES TO BE FUNDED BY FISCAL YEAR 2025-26 EDUCATIONAL AND GENERAL APPROPRIATION, IN ACCORDANCE WITH THE SYSTEM’S FORMULA.

Voice vote. No opposition. The motion passed.

APPOINTMENT OF COMMONWEALTH UNIVERSITY INTERIM PRESIDENT

(Full remarks in video archive)

MOTION: CHAIR SHAPIRA MOVED THAT THE BOARD APPROVES THE APPOINTMENT OF DR. JEFFREY OSGOOD AS THE INTERIM PRESIDENT OF COMMONWEALTH UNIVERSITY OF PENNSYLVANIA EFFECTIVE AUGUST 1, 2025 AND AUTHORIZES THE CHAIR AND CHANCELLOR TO EXECUTE ALL NECESSARY DOCUMENTS.

Voice vote. No opposition. The motion passed.

OFFICER ELECTIONS (Full remarks in video archive)

Governor Gindlesperger moderated the Board Officers Elections based upon the bylaws.

MOTION: GOV. GINDLESPERGER MOVED THAT THE BOARD REELECT CINDY SHAPIRA AS CHAIR AND SAM SMITH AND DAVID MASER AS VICE CHAIRS.

Voice vote. No opposition. The motion passed.

ADJOURNMENT

For the record, Chair Shapira reported that the Board of Governors met in executive session on July 2 from 8:30 a.m. to 10:00 a.m. to discuss personnel and contractual matters.

The meeting adjourned at 10:58 a.m.

ATTEST:

Randy A. Goin, Ph.D.
Deputy Chancellor

Meeting webcast is available here: [BOG Meeting 7-17-2025](#)

PASSHE Academic Program Changes July/August/September 2025

Program Action	Modality requested/Notes	University	Program Type	Program Name	Concentration Name	Award
New Concentration	F2F	Kutztown	Concentration	Biology, BS	Medical Laboratory Science	Concentration
New Minor	F2F	Kutztown	Minor	Cinema, Television and Media Production		Minor
New Certificate	F2F, Online 100%, Blended/Hybrid	Indiana	Certificate	Technological Literacy and AI		Sub-Bacc Certificate
Change in Number of Credits	From 36 to 30	Indiana	Major	Human Resources and Employment Relations		MA
Change in Number of Credits	From 39 to 36	Indiana	Major	Business Analytics		MBA
Name Change		Indiana	Major	Medical Laboratory Science		BS
Moratorium		Indiana	Major	Public Health		BS
Moratorium		Indiana	Concentration	Mathematics, BS	Actuarial Science and Statistics	Concentration
Name Change		Indiana	Concentration	Biology, BS	Cell and Molecular Biology and Biotechnology	Concentration
Moratorium		Indiana	Certificate	Pan-African Studies		Sub-Bacc Certificate
New Minor	F2F	Shippensburg	Minor	Public Health		Minor
Change in Number of Credits	From 39 to 36	Indiana	Major	Supply Chain Management (STEM)		MBA
New Concentration	F2F	Slippery Rock	Concentration	Healthcare Administration and Management, BS	Military Sciences Medical Service Corps	Concentration
New Minor	Blended/Hybrid	Slippery Rock	Minor	User Experience & Interface Design		Minor
Name Change		Kutztown	Concentration	General Studies, BS	Professional Studies	Concentration
New Certificate	F2F	Indiana	Certificate	Musical Theatre		Sub-Bacc Certificate
Moratorium		Shippensburg	Concentration	Mid-Level Education 4-8, BSED	Language Arts with Special Education Certification	Concentration
Moratorium		Shippensburg	Concentration	Mid-Level Education 4-8, BSED	Science with Special Education Certification	Concentration

Moratorium		Shippensburg	Concentration	Mid-Level Education 4-8, BSED	Mathematics with Special Education Certification	Concentration
Moratorium		Shippensburg	Concentration	Mid-Level Education 4-8, BSED	Social Studies with Special Education Certification	Concentration
New Teacher's Certification	F2F	Indiana	Teacher's Certification	Career and Technical Teacher Education		UG Teacher's Certification
Name Change		Indiana	Major	Earth and Environmental Science		BS
Name Change		Indiana	Major	Geographic Information Science and Planning		BS
Change in Number of Credits	From 33 to 37	PennWest	Concentration	Nursing, MSN	Family Nurse Practitioner	Concentration
Change in CIP Code		Slippery Rock	Major	Hospitality and Tourism Management		BS
Change in Number of Credits	From 122 to 120	East Stroudsburg	Major	Communication		BA
Name Change		East Stroudsburg	Major	Speech, Language, and Hearing Sciences		BS
Name Change		East Stroudsburg	Major	Speech-Language Pathology		MS
Change in Number of Credits	From 27 to 39	PennWest	Major	Nursing		DNP
Moratorium		West Chester	Minor	Coaching		Minor
New Certificate	Online 100%	West Chester	Certificate	Early Intervention		Sub-Bacc Certificate
Change in Delivery Method	Online 100% to F2F	Slippery Rock	Major	Mathematics		BS
Change in CIP Code		PennWest	Major	Criminal Justice		BS
Moratorium		Commonwealth	Major	Reading		MED
Moratorium		Commonwealth	Concentration	International Business, BSBA	Human Resource Management	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Major	Business Administration		MBA
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration, MBA	Accounting	Concentration

Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration , MBA	Analytics	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration, MBA	Leadership and Human Resources	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration, MBA	Marketing	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration, MBA	Strategic Global Decisions	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Business Administration, MBA	Healthcare Management	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Educational Leadership, MED	PK-12 Principal Certification	Concentration
Change in Delivery Method	Online 100% and F2F to Online 100%	Commonwealth	Concentration	Educational Leadership, MED	PK-12 Supervisor of Curriculum & Instruction Certification	Concentration
New Degree Program	Blended/Hybrid	West Chester	Major	Elementary Education		MED

GOVERNANCE & LEADERSHIP COMMITTEE



Pennsylvania's
STATE SYSTEM
of Higher Education

**Board of Governors
Governance and Leadership Committee**
October 16, 2025

SUBJECT: Student trustee appointment

UNIVERSITY AFFECTED: Commonwealth University

BACKGROUND: Act 50 of 2020 empowers the Board of Governors to make the appointment of students to serve on the Councils of Trustees for universities within the State System. The universities utilize a thorough and inclusive recruiting process to identify and vet potential candidates to make a recommendation for student trustee appointments.

Based on input from the University President and the Office of the Chancellor, the Committee recommends the following action.

MOTION: That the Board hereby appoints Nathan Brinker to the Commonwealth University Council of Trustees.

Supporting Documents Included: Resume of candidate

Other Supporting Documents Available: [Statutes](#) providing Board authority

Prepared by: Randy A. Goin Jr. (rgoin@passhe.edu)



COMMONWEALTH UNIVERSITY OF PENNSYLVANIA

October 6, 2025

Christopher M. Fiorentino, Ph.D.
Office of the Chancellor
Pennsylvania's State System of Higher Education
2300 Vartan Way, Suite 207
Harrisburg, PA 17110

Re: Student Trustee Nominee, Commonwealth University Council of Trustees – Lock Haven Campus

Dear Chancellor Fiorentino,

Commonwealth University's student trustee search process to fill a vacancy for our Lock Haven Campus student representative has completed, and I am pleased to forward the credentials of **Nathan Brinker** as our nominee. Mr. Brinker has a strong interest in leading our students to work together across all CU campuses, and he will be a welcome addition to our Council of Trustees.

Mr. Brinker's full application materials are enclosed, and his nomination comes after a thorough process led by our search committee, which included the following members:

- Jessica Dodge, CU-Bloomsburg Student Trustee, Search Chair
- Angela Smith, Commonwealth University Trustee
- Hunter Hartford, CU-Lock Haven Student Government President
- Dr. Stanley Berard, Professor (APSCUF Representative)
- Brianne Bailey, Fiscal Technician (AFSCME Representative)
- Kimberly Harris, Director of Student Involvement (SCUPA Representative)
- Dan Knorr, Chief of Staff

Sincerely,

Jeffery L. Osgood, Jr. Ph.D. MPA
President (interim)
Commonwealth University of Pennsylvania

JO/dk

Office of the President
570-389-4526

Arts & Administration Building
400 East Second Street
Bloomsburg, PA 17815

Ulmer Hall
401 N. Fairview Street
Lock Haven, PA 17745

North Hall
31 S. Academy Street
Mansfield, PA 16933

Application for Student Trustee

Commonwealth University of Pennsylvania

Lock Haven Campus

Eligibility Requirements per Section 20-2008-A of Act 188

1. Full-time undergraduate or graduate student.
2. In good academic standing.
3. Appointees must be willing to submit to standard criminal background checks in fulfillment of Board Policy 2014-01-A: Protection of Minors.

BIOGRAPHICAL INFORMATION

Please type all information and attach essay responses.

Student ID # _____

Name

Last _____ First _____ Middle Initial _____

University Address _____

Home Address _____ (street)

City _____ County _____ State _____ Zip _____

Phone _____ **Email** _____

Date of Birth _____ **Date of High School Graduation** _____

Name of High School _____

Address of High School _____

Number of Credits as of May 2025 _____

Academic Standing _____

(Freshman, Sophomore, Junior)

University Major _____

Degree _____ **Expected Graduation Date** _____

[illegible]

ESSAY QUESTIONS

Please prepare your response to each essay question using a separate page for each and attach to application; i.e., answer to question one shall be on a separate page from those for question two, etc.

1. Why do you want to be a trustee at Commonwealth University and what qualities and skills do you possess that will make positive contributions to the university's Council of Trustees?
2. Discuss briefly your perceptions of the strengths and weaknesses of the university.
3. Briefly describe your most important extracurricular activity in high school or college and why.

Please list two campus references and attach two letters of recommendation.

1. _____

2. _____

Nathan J. Brinker
Council of Trustees
Question 1
20 June 2025

Council of Trustees Question 1

Why do you want to be a trustee at Commonwealth University and what qualities and skills do you possess that will make positive contributions to the university's Council of Trustees?

I want to serve as a trustee at Commonwealth University because I believe I can be a voice of reason and understanding for both my campus and my peers. I often hear students share thoughts, both positive and negative about their experiences, but many don't know how to express those ideas or where to direct them. I want to help change that. To me, college should be more than just a four year degree, it should be a time for students to thrive in every part of their lives. I believe that starts with building personal connections. When students feel valued, heard, and respected, they are more likely to invest in their college experience and make the most of their time at the Lock Haven Campus.

One of the qualities I bring to the University's Council of Trustees is my ability to listen calmly and openly. Make it a point to hear both sides of an issue before sharing my perspective, and I strive to make decisions that benefit everyone, not just myself. I am currently serving on the Student Auxiliary Services Board at Lock Haven. Recently, I voted in favor of making the student activity fee mandatory for all students and supported a fee increase. While this means I will personally pay more, I made this choice because it helps the campus meet its financial goals and better serve the student body. I am willing to make sacrifices if it means supporting the growth and success of the Lock Haven branch of Commonwealth University.

Nathan J. Brinker

Council of Trustees

Question 2

20 June 2025

Council of Trustees question 2

Discuss briefly your perceptions of the strengths and weaknesses of the university.

One area where the university has room for growth is by giving students a stronger sense of equity and connection among the Commonwealth. Each campus has their own strengths, style, and heritage. This is what stands out to students when they choose to attend one of the three campuses of the Commonwealth. When students feel that resources, attention, and opportunities are unjust across the Commonwealth, they start to feel discouraged, unimportant and unmotivated. Ensuring that all three campuses of the Commonwealth are equal would ensure a greater sense of unity and belonging within the campus life.

A great strength that I see in the university is its detail to the health and wellbeing of its students. The staff within Lock Haven campus are proactive and meaningful with student care. They provide timely updates on health concerns while giving some instruction on how to remain healthy and safe. This helps students not only prioritize their academic standing, but also their overall health and wellness.

Council of Trustees question 3

Briefly describe your most important extracurricular activity in high school or college and why.

The most significant extracurricular activity I have been involved in during my college career is serving on the Student Auxiliary Services Board. Through this organization, I have been involved in evaluating and making financial decisions that affect many demographics on campus. Such as student life, athletics, student clubs and organizations and the allocation of student fees. Being on this board has taught me to be level headed, meaning I maintain integrity while receiving student feedback and staying responsible with my position. Serving on this board has helped me see how committed I can be to my peers while also contributing to the future of the campus community. I'm very grateful that I have this opportunity to advocate for my peers and help promote their well being while also supporting the university's financial growth and sustainability.



COMMONWEALTH UNIVERSITY OF PENNSYLVANIA

June 18, 2025

Dear Council of Trustees Search Committee for Student Member:

As the Department Chairperson of K-12, HPE, Middle Level & Secondary Education at Commonwealth University, it is my privilege to recommend Mr. Nathan Brinker for the position of student member of the Council of Trustees. Not only am I Nathan's department chairperson, but I am also one of his faculty advisors. You see, Nathan is a student who is not only majoring in Health and Physical Education to become a certified school teacher, but he is working closely with Dr. Jodi Russell and Dr. Steve Streater to complete the 10 courses needed for him to also qualify to seek admission into the graduate program to be a certified Athletic Trainer. This shows you the level of ambition, initiative and organization skills that he possesses as a student at Commonwealth University. From the Health and Physical Education perspective, I can tell you from my observations, conversations with Nathan and conversations with other faculty colleagues that his academic performance is exceptional and that he already shows effective teaching qualities reserved for veteran teachers in the field in the Health classroom as well as in the Physical Education setting. Top that off with his work in Exercise Science-related courses that will help him reach his goal to be certified as an athletic trainer and one could easily see that he is an exceptional student with a well-laid out plan to reach multiple academic and career goals.

Being an exceptional student with a good plan for reaching goals is good. However, there are two other areas I wish to address that may set Nathan apart from other applicants. First, he is a great role model to his peers and to the younger generation to whom he will be teaching in a couple of years. He is honest, has exceptional integrity and a kind heart! He is a student whom I trust and I believe that would have the best interests of Commonwealth University as a student member of the Council of Trustees. An example of the level of my trust is that I knew he needed a quiet place in my academic building to study and prepare for a class coming up later in the day. I tossed him my own keys and gave him instructions for getting in my office to study and prepare for his upcoming class. I knew he would take care of his business and that I could trust him completely. Of course, I knew the level of integrity and honesty he has as I have known his family for many years. The second thing to know is that he is inquisitive and a good critical thinker who also thinks of others before himself generally. Doesn't this describe someone you would want as the student member on the Council of Trustees? I would be so proud if he were selected for this role. He will do a phenomenal job and make each of the COT members proud that he is working with them on the important work of the Council.

I highly recommend Nathan Brinker for this position!

Sincerely,

Dr. Brett Everhart

Chairperson, Department of K-12, HPE, Middle Level & Secondary Education
Professor, Health and Physical Education, Commonwealth University, Lock Haven, PA
570-484-2956 / beverhar@commonwealthu.edu



June 13, 2025

To Whom It May Concern:

I am writing to offer my recommendation for Mr. Nathan Brinker to serve as a student trustee for Commonwealth University. As the Director of Student Activities at the Lock Haven campus, I work closely with Nathan to achieve the goals of our department.

Nathan possesses many great leadership qualities, and he demonstrates those qualities as we serve together on the University's affiliate corporation, the Lock Haven University Student Auxiliary Services, Inc. board of directors. He actively demonstrates a mature understanding for organizational policies and procedures when voting on important corporate decisions, and professionally communicates his opinions and ideas. Additionally, he works closely with our corporate budget and accounting manager to review and approve budgetary allocations and provide fiscal oversight.

Nathan also holds leadership roles on campus organizations, including services on student government and leadership council. These leadership roles require Nathan to meet with university administrators, faculty and staff to implement programs, as well as address and resolve student concerns. He is a natural leader, great communicator, and advocate for students.

Nathan is also a member of our student union building operations staff, and I have always found him to be a dependable and trustworthy team player. He demonstrates strong interpersonal skills while mentoring staff members and providing customer service to guests. Additionally, he always maintains a professional demeanor, and handles stressful situations in a calm, levelheaded manner.

Nathan has always acted in accordance with a strong set of personal values, and adapts easily to new circumstances. He is a mature, hard-working individual, and would make a valuable representative for students on the Council of Trustees. I highly recommend Nathan for the position of student trustee. Please feel free to contact me if you have any questions or comments regarding this recommendation at (570) 484-2125 or jsmith11@commonwealthu.edu. Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jodi Smith', is written over a blue horizontal line.

Ms. Jodi Smith
Director of Student Activities

UNIVERSITY SUCCESS COMMITTEE



Pennsylvania's
STATE SYSTEM
of Higher Education

**Board of Governors
University Success Committee**
October 16, 2025

SUBJECT: Fiscal Year 2025-26 Budget Approval

UNIVERSITIES AFFECTED: All

BACKGROUND: In accordance with Act 188 of 1982 and Board Policy 1993-03-A: *Budgetary Reporting and Review*, the Board of Governors will provide approval of the operating budgets for fiscal year (FY) 2025-26. As part of broader continuous improvements to Board policies and to provide earlier visibility into universities multi-year plans, the Board of Governors approved preliminary budgetary information in July.

The following university and System budgets are provided as an updated view for FY 2025-26 based on fall census enrollment data and subsequent determinations of revenues and expenditures.

Universities have assumed level funding in state appropriations until a final budget is enacted by the Commonwealth.

MOTION: That the Board approves the fiscal year 2025-26 annual operating budgets for State System universities and Office of the Chancellor as reflected in Attachment 1.

Supporting Documents Included: Attachment 1, 2025-26 Unrestricted Budget and Projection Highlights

Other Supporting Documents Available: n/a

Prepared by: Ginger Coleman (gcoleman@passhe.edu)

Attachment 1
Unrestricted Budget and Projection Highlights
For Pennsylvania's State System of Higher Education Entities

As of October 16, 2025

Unrestricted Budget Highlights:

The 2025-26 unrestricted budget for the State System is projected to have a deficit of (\$2.2M), primarily driven by two universities. This is an improvement from the preliminary July estimate, which was a projected deficit of (\$9.0M). **This change is primarily attributed to improvement in undergraduate enrollment and tuition revenue and reductions in expenses to address an assumed flat appropriation.**

Fiscal year 2025-26 total **unrestricted revenue** is projected to decrease \$51.1M, or 2.4 percent, over the prior year.

Across the System, 2025-26 enrollment is anticipated to be relatively stable from 2024-25, at an increase of 0.2 percent, to 76,062 annualized full-time equivalent (FTE) students. With the Board's action in July to increase tuition 3.6 percent, overall tuition revenues for the System are projected to total \$730.7M, an increase of \$27.2M, or 3.9 percent, compared to the actual 2024-25 results. Certain universities' local fees have increased to address growing costs, resulting in a projected fee revenue increase of \$12.2M, or 5.1 percent.

With the budget impasse at the Commonwealth, an assumption of level funding for 2025-26 state appropriations was used in the Fall updates, rather than the 6.5 percent increase that was used in the July projections. University budgets reflect the adjustments to the distribution of the appropriation from the updated state appropriation allocation formula calculations, and the integrated universities maintained minimum appropriation levels consistent with their integration planning assumptions, supplemented with funds from the SERS prefunding program.

Auxiliary sales, mostly for housing and meal plans, are projected to increase by approximately \$12.3M, or 4.0 percent, primarily associated with increased occupancy and inflationary increases in food and housing services.

Fiscal year 2025-26 total **unrestricted expenses** are projected to increase \$5.5M, or 0.3 percent, over the prior year.

Personnel continue to be the largest expense element, projected to be 64 percent of the 2025-26 unrestricted budget. Overall, unrestricted annualized FTE employees are projected to remain fairly stable, with salaries attributed to collective bargaining agreements and increases in healthcare costs driving the increase in compensation. The increase in operating expenses is attributed mostly to inflation. Reductions in expenditures are projected in capital (\$6.5M, or 22.1 percent), debt principal payments (\$2.3M, or 3.6 percent), and interest expense (\$1.9M, or 4.9 percent).

Transfers vary from year to year, based on a university's strategic needs. In FY 2025-26, a projected decrease of (\$74.3M, or 73.0 percent) from the prior year reflects the impact of one-time funds used for debt relief activities and one-time transfers completed in the prior year that will not be repeated.

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Pennsylvania State System of Higher Education

UNRESTRICTED BUDGET (EDUCATIONAL AND GENERAL AND AUXILIARY)¹

(S in millions)	FY 2024-25	For Approval FY 2025-26	Percent Change	FY 2025-26 July Prelim Total ²	FY 2026-27	Percent Change
Revenues						
Tuition	\$703.6	\$730.7	3.9%	\$707.9	\$732.9	0.3%
Fees	\$238.6	\$250.8	5.1%	\$247.2	\$255.4	1.8%
State Appropriation	\$620.8	\$620.8	0.0%	\$661.1	\$633.2	2.0%
Auxiliary Sales	\$308.1	\$320.4	4.0%	\$311.8	\$322.7	0.7%
All Other Revenue	\$262.2	\$159.5	-39.2%	\$148.8	\$138.4	-13.2%
Total Revenues	\$2,133.3	\$2,082.2	-2.4%	\$2,076.7	\$2,082.6	0.0%
Expenditures						
Compensation Summary, Net of Anticipated Turnover:						
Salaries and Wages	\$872.8	\$873.6	0.1%	\$878.9	\$885.2	1.3%
Benefits	\$437.0	\$442.3	1.2%	\$440.0	\$453.6	2.6%
Subtotal, Compensation	\$1,309.8	\$1,315.9	0.5%	\$1,318.9	\$1,338.8	1.7%
Student Financial Aid	\$164.1	\$161.7	-1.4%	\$144.0	\$161.4	-0.2%
Interest Expense	\$38.5	\$36.6	-4.9%	\$37.4	\$34.9	-4.8%
Other Services and Supplies	\$452.8	\$465.2	2.7%	\$464.2	\$464.5	-0.1%
Subtotal, Services and Supplies	\$655.4	\$663.5	1.2%	\$645.5	\$660.8	-0.4%
Capital Expenditures	\$29.3	\$22.8	-22.1%	\$22.1	\$21.7	-4.9%
Debt Principal Payments	\$63.2	\$60.9	-3.6%	\$63.4	\$62.5	2.5%
Total Expenditures	\$2,057.7	\$2,063.1	0.3%	\$2,049.9	\$2,083.7	1.0%
Revenues Less Expenditures	\$75.6	\$19.1		\$26.8	(\$1.1)	
Transfers Out To/(In From) Plant and Other Funds	\$101.8	\$27.4	-73.0%	\$42.9	\$16.3	-40.7%
Revenues Less Expenditures and Transfers	(\$26.1)	(\$8.3)		(\$16.1)	(\$17.3)	
Supplemental Resources						
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	\$5.2	\$6.2	18.4%	\$7.1	\$21.3	245.6%
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$20.9)	(\$2.2)		(\$9.0)	\$4.0	
Total Unrestricted Net Assets, Estimated End of Year Balance³	\$610.8	\$575.7	-5.7%	\$569.1	\$555.7	-3.5%
Total Unrestricted Cash, Estimated End of Year Balance³	\$713.9	\$679.7	-4.8%	\$701.9	\$659.6	-3.0%
Annualized FTE Enrollment (includes Clock Hour)						
Undergraduate	64,989.15	65,050.63	0.1%	64,611.85	64,920.90	-0.2%
Graduate	10,928.54	11,010.93	0.8%	11,114.32	10,927.82	-0.8%
Total Annualized FTE Enrollment	75,917.69	76,061.56	0.2%	75,726.17	75,848.72	-0.3%
FTE of Budgeted Unrestricted Employees, Net of Turnover						
Faculty	3,963.80	3,947.54	-0.4%	3,932.36	3,872.55	-1.9%
Nonfaculty	5,131.36	5,139.13	0.2%	5,143.67	5,128.53	-0.2%
Total FTE of Budgeted Unrestricted Employees, Net of Turnover	9,095.16	9,086.67	-0.1%	9,076.03	9,001.08	-0.9%
Net Tuition Revenue per FTE Student	n/a	n/a		\$6,081	n/a	

Undergraduate academic year tuition revenue less undergraduate E&G institutional aid/annualized undergraduate FTE enrollment, excluding clock hour.

¹ Budget includes system-wide initiatives primarily funded "off-the-top" of the state appropriation allocation.

² July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

³ Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Pennsylvania State System of Higher Education

EDUCATIONAL AND GENERAL BUDGET¹

(S in millions)	FY 2024-25	For Approval FY 2025-26	Percent Change	FY 2025-26 July Prelim Total ²	FY 2026-27	Percent Change
Revenues						
Tuition:						
Undergraduate Tuition	\$560.7	\$581.3	3.7%	\$561.7	\$583.9	0.4%
Graduate Tuition	\$142.9	\$149.4	4.6%	\$146.2	\$149.0	-0.3%
Subtotal, Tuition	\$703.6	\$730.7	3.9%	\$707.9	\$732.9	0.3%
Fees	\$198.3	\$209.6	5.7%	\$205.8	\$214.1	2.2%
State Appropriation	\$620.8	\$620.8	0.0%	\$661.1	\$633.2	2.0%
All Other Revenue	\$242.3	\$127.0	-47.6%	\$116.5	\$106.1	-16.4%
Total Revenues	\$1,765.0	\$1,688.1	-4.4%	\$1,691.4	\$1,686.3	-0.1%
Expenditures						
Compensation Summary:						
Salaries and Wages	\$824.6	\$822.3	-0.3%	\$827.5	\$832.6	1.3%
Benefits	\$407.5	\$411.6	1.0%	\$409.2	\$421.9	2.5%
Subtotal, Compensation	\$1,232.1	\$1,233.9	0.1%	\$1,236.7	\$1,254.5	1.7%
Student Financial Aid	\$119.9	\$123.9	3.4%	\$131.0	\$123.3	-0.5%
Interest Expense	\$5.3	\$4.0		\$4.1	\$3.6	
Other Services and Supplies	\$284.1	\$290.4	2.2%	\$290.1	\$289.7	-0.2%
Subtotal, Services and Supplies	\$409.3	\$418.3	2.2%	\$425.2	\$416.5	-0.4%
Capital Expenditures	\$24.7	\$19.1	-22.7%	\$18.6	\$18.3	-3.7%
Debt Principal Payments	\$14.1	\$10.1	-28.6%	\$13.9	\$9.6	-4.4%
Total Expenditures	\$1,680.2	\$1,681.3	0.1%	\$1,694.5	\$1,699.0	1.1%
Revenues Less Expenditures	\$84.8	\$6.8		(\$3.1)	(\$12.7)	
Transfers Out To/(In From) Plant and Other Funds	\$125.0	\$33.9	-72.9%	\$27.3	\$26.4	-22.3%
Revenues Less Expenditures and Transfers	(\$40.2)	(\$27.2)		(\$30.4)	(\$39.1)	
Supplemental Resources						
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	\$5.2	\$6.2	18.4%	\$6.9	\$21.3	245.6%
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$35.0)	(\$21.0)		(\$23.4)	(\$17.8)	
Total E&G Net Assets, Estimated End of Year Balance³	\$369.4	\$366.9	-0.7%	\$332.7	\$327.0	-10.9%
Total E&G Cash, Estimated End of Year Balance³	\$427.9	\$453.6	6.0%	\$435.5	\$413.6	-8.8%
Annualized FTE Enrollment (includes Clock Hour)						
Undergraduate FTE Enrollment	64,989.15	65,050.63	0.1%	64,611.85	64,920.90	-0.2%
Graduate FTE Enrollment	10,928.54	11,010.93	0.8%	11,114.32	10,927.82	-0.8%
Total Annualized FTE Enrollment	75,917.69	76,061.56	0.2%	75,726.17	75,848.72	-0.3%
FTE of E&G Employees, Net of Turnover						
Faculty	3,963.80	3,947.54	-0.4%	3,932.36	3,872.55	-1.9%
Nonfaculty	4,650.65	4,630.35	-0.4%	4,637.84	4,614.11	-0.4%
Total Employee FTE	8,614.44	8,577.89	-0.4%	8,570.19	8,486.66	-1.1%
Fall FTE Enrollment (excludes Clock Hour)						
Undergraduate	62,950.54	63,395.74	0.7%	62,925.46	63,362.34	-0.1%
Graduate	8,111.27	8,193.29	1.0%	8,339.86	8,143.34	-0.6%
Total Fall FTE Enrollment	71,061.81	71,589.03	0.7%	71,265.32	71,505.68	-0.1%

¹ Budget includes system-wide initiatives primarily funded "off-the-top" of the state appropriation allocation.

² July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

³ Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Pennsylvania State System of Higher Education

AUXILIARY BUDGET

(S in millions)		For Approval	Percent	FY 2025-26		
	FY 2024-25	FY 2025-26	Change	July Prelim Total*	FY 2026-27	Percent Change
Revenues						
Fees	\$40.3	\$41.3	2.4%	\$41.3	\$41.4	0.2%
Housing Fees (including Privatized Housing)	\$185.9	\$190.1	2.2%	\$186.9	\$191.5	0.7%
Food Service Sales	\$122.2	\$130.3	6.7%	\$124.9	\$131.2	0.7%
All Other Revenue	\$19.9	\$32.5	63.2%	\$32.3	\$32.3	-0.6%
Total Revenues	\$368.3	\$394.2	7.0%	\$385.4	\$396.3	0.6%
Expenditures						
Compensation Summary:						
Salaries and Wages	\$48.2	\$51.3	6.5%	\$51.4	\$52.6	2.5%
Benefits	\$29.5	\$30.8	4.2%	\$30.8	\$31.7	3.1%
Subtotal, Compensation	\$77.7	\$82.1	5.6%	\$82.1	\$84.3	2.7%
Student Financial Aid	\$44.2	\$37.8	-14.6%	\$13.0	\$38.1	0.9%
Interest Expense	\$33.2	\$32.6		\$33.2	\$31.3	
Other Services and Supplies	\$168.7	\$174.8	3.6%	\$174.0	\$174.9	0.0%
Subtotal, Services and Supplies	\$246.1	\$245.2	-0.4%	\$220.3	\$244.3	-0.4%
Capital Expenditures	\$4.6	\$3.7	-19.1%	\$3.5	\$3.3	-10.7%
Debt Principal Payments	\$49.1	\$50.9	3.6%	\$49.5	\$52.8	3.9%
Total Expenditures	\$377.5	\$381.8	1.2%	\$355.5	\$384.7	0.8%
Revenues Less Expenditures	(\$9.1)	\$12.3		\$29.9	\$11.6	
Transfers Out To/(In From) Plant and Other Funds	(\$23.3)	(\$6.5)	n/a	\$15.6	(\$10.1)	n/a
Revenues Less Expenditures and Transfers	\$14.1	\$18.8		\$14.3	\$21.7	
Supplemental Resources						
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	\$0.0	\$0.0	n/a	\$0.2	\$0.0	n/a
Revenues and Supplemental Resources Less Expenditures & Transfers	\$14.1	\$18.8		\$14.4	\$21.7	
Total Auxiliary Net Assets, Estimated End of Year Balance**	\$241.4	\$208.8	-13.5%	\$236.4	\$228.7	9.5%
Total Auxiliary Cash, Estimated End of Year Balance**	\$286.0	\$226.2	-20.9%	\$266.4	\$246.0	8.8%
FTE of Auxiliary Employees, Net of Turnover						
Faculty	0.00	0.00	n/a	0.00	0.00	n/a
Nonfaculty	480.71	508.78	5.8%	505.83	514.42	1.1%
Total Employee FTE	480.71	508.78	5.8%	505.83	514.42	1.1%

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Cheyney University of Pennsylvania

FY 2024-25 Actuals				For Approval			July Prelim Total*	FY 2026-27 Projections		
(Dollars in Millions)	E&G	Auxiliary	Total Unrestricted	E&G	Auxiliary	Total Unrestricted		E&G	Auxiliary	Total Unrestricted
Revenues										
Tuition	\$5.3	\$0.0	\$5.3	\$7.2	\$0.0	\$7.2	\$5.1	\$7.8	\$0.0	\$7.8
Fees	1.9	0.1	2.0	2.6	0.2	2.8	\$1.8	2.8	0.2	3.0
State Appropriation	21.8	0.0	21.8	21.0	0.0	21.0	\$22.4	21.4	0.0	21.4
Auxiliary Sales	0.0	5.4	5.4	0.0	7.4	7.4	\$6.0	0.0	7.9	7.9
All Other Revenue	9.7	0.2	9.9	0.9	0.2	1.1	\$1.3	0.9	0.2	1.2
Total Revenues	\$38.7	\$5.7	\$44.4	\$31.7	\$7.8	\$39.5	\$36.5	\$32.9	\$8.4	\$41.3
Expenditures										
Compensation Summary:										
Salaries and Wages	\$10.2	\$0.5	\$10.6	\$10.8	\$0.4	\$11.2	\$11.3	\$11.2	\$0.4	\$11.6
Benefits	5.3	0.2	5.5	4.8	0.2	5.1	\$5.1	5.2	0.2	5.5
Subtotal, Compensation	\$15.4	\$0.7	\$16.1	\$15.6	\$0.7	\$16.3	\$16.4	\$16.4	\$0.7	\$17.1
Student Financial Aid	1.2	3.1	4.4	0.7	0.1	0.8	1.7	0.6	0.1	0.7
Interest Expense	0.1	0.1	0.2	0.1	0.0	0.1	0.2	0.1	0.0	0.1
Other Services and Supplies	11.6	6.4	18.1	11.0	4.8	15.8	16.5	10.4	4.1	14.5
Subtotal, Services and Supplies	\$13.0	9.6	\$22.6	\$11.8	4.9	\$16.7	18.4	\$11.1	4.2	\$15.3
Capital Expenditures	0.3	0.1	0.3	1.7	0.1	1.8	1.7	1.7	0.1	1.7
Debt Principal Payments	3.0	0.2	3.2	0.2	0.1	0.2	4.0	1.7	0.0	1.7
Total Expenditures	\$31.7	\$10.6	\$42.3	\$29.2	\$5.7	\$34.9	\$40.6	\$30.9	\$4.9	\$35.8
Revenues Less Expenditures	\$7.0	(\$4.9)	\$2.1	\$2.4	\$2.1	\$4.5	(\$4.1)	\$2.0	\$3.5	\$5.5
Transfers Out To/(In From) Plant and Other Funds	5.0	(2.8)	2.2	2.1	0.0	2.1	0.0	1.6	0.0	1.6
Revenues Less Expenditures and Transfers	\$2.0	(\$2.1)	(\$0.1)	\$0.3	\$2.1	\$2.4	(\$4.1)	\$0.4	\$3.5	\$3.9
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	\$2.0	(\$2.1)	(\$0.1)	\$0.3	\$2.1	\$2.4	(\$4.1)	\$0.4	\$3.5	\$3.9
Total Net Assets, Estimated End of Year Balance**	(\$10.3)	(\$3.5)	(\$13.8)	(\$10.0)	(\$1.4)	(\$11.4)	(\$20.6)	(\$9.6)	\$2.0	(\$7.5)
Total Cash, Estimated End of Year Balance**	(\$1.8)	(\$1.1)	(\$3.0)	(\$1.5)	\$0.9	(\$0.6)	(\$4.1)	(\$1.1)	\$4.4	\$3.3
Annualized FTE Enrollment										
Undergraduate	585.1		585.1	763.2		763.2	612.0	878.4		878.4
Graduate	0.0		0.0	0.0		0.0	0.0	0.0		0.0
Total Annualized FTE Enrollment	585.1		585.1	763.2		763.2	612.0	878.4		878.4
FTE of Budgeted Employees, Net of Turnover										
Faculty	39.3	0.0	39.3	41.1	0.0	41.1	41.1	41.1	0.0	41.1
Nonfaculty	61.9	4.9	66.9	60.5	5.1	65.5	65.6	60.5	5.1	65.6
Total FTE of Budgeted Employees, Net of Turnover	101.2	4.9	106.1	101.6	5.1	106.6	106.7	101.6	5.1	106.7
Net Tuition Revenue per FTE Student			\$6,982			\$8,588	\$5,171			\$8,190

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	14.5	20.1	15.2	22.7
Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)				
*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.				
**Includes balances in plant funds				

Note: In FY 2024-25, E&G All Other Revenue includes \$8.6M of one-time funds to be used for payment obligations due to the U.S. Department of Education (ED) and partial repayment of a System loan. Payments for the obligation to ED are reflected in the Transfers line; partial repayment of the loan is reflected in Debt Principal Payments and Interest Expense lines. The balance of the loan will be repaid in accordance with the payment schedule approved by the Board of Governors on April 10, 2025.

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Commonwealth University of Pennsylvania

				For Approval						
FY 2024-25 Actuals				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total			Total			Total				
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$95.5	\$0.0	\$95.5	\$95.6	\$0.0	\$95.6	\$94.1	\$92.5	\$0.0	\$92.5
Fees	27.7	4.5	32.2	29.9	4.5	34.4	\$33.8	33.1	4.4	37.5
State Appropriation	90.9	0.0	90.9	93.6	0.0	93.6	\$99.8	95.5	0.0	95.5
Auxiliary Sales	0.0	54.2	54.2	0.0	55.9	55.9	\$55.9	0.0	53.8	53.8
All Other Revenue	57.1	1.3	58.4	12.4	1.2	13.6	\$11.5	8.4	1.2	9.5
Total Revenues	\$271.3	\$60.0	\$331.3	\$231.5	\$61.6	\$293.1	\$295.1	\$229.5	\$59.4	\$288.9
Expenditures										
Compensation Summary:										
Salaries and Wages	\$118.4	\$9.8	\$128.2	\$109.6	\$10.7	\$120.3	\$120.2	\$107.8	\$10.9	\$118.8
Benefits	60.5	6.9	67.4	59.7	7.4	67.1	\$64.8	56.5	7.5	63.9
Subtotal, Compensation	\$179.0	\$16.7	\$195.7	\$169.2	\$18.2	\$187.4	\$185.0	\$164.3	\$18.4	\$182.7
Student Financial Aid	23.1	6.2	29.4	24.3	3.7	28.0	28.0	24.2	3.8	28.0
Interest Expense	0.3	5.4	5.7	0.1	4.7	4.9	4.9	0.1	4.4	4.5
Other Services and Supplies	38.9	25.1	64.0	43.2	27.5	70.6	72.1	42.4	26.3	68.7
Subtotal, Services and Supplies	\$62.3	36.8	\$99.1	\$67.6	35.9	\$103.5	104.9	\$66.8	34.5	\$101.3
Capital Expenditures	4.0	0.6	4.7	4.0	0.4	4.4	4.4	4.0	0.0	4.0
Debt Principal Payments	0.6	8.3	8.9	0.6	8.5	9.2	9.2	0.4	8.5	8.8
Total Expenditures	\$245.9	\$62.5	\$308.4	\$241.4	\$63.0	\$304.4	\$303.5	\$235.4	\$61.3	\$296.8
Revenues Less Expenditures	\$25.4	(\$2.4)	\$22.9	(\$9.9)	(\$1.4)	(\$11.3)	(\$8.4)	(\$6.0)	(\$2.0)	(\$7.9)
Transfers Out To/(In From) Plant and Other Funds	38.6	(1.6)	37.0	0.0	1.6	1.6	2.6	0.0	0.3	0.3
Revenues Less Expenditures and Transfers	(\$13.2)	(\$0.9)	(\$14.1)	(\$9.9)	(\$2.9)	(\$12.9)	(\$10.9)	(\$6.0)	(\$2.2)	(\$8.2)
Supplemental Resources										
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	5.1	0.0	5.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$8.1)	(\$0.9)	(\$9.0)	(\$9.9)	(\$2.9)	(\$12.9)	(\$10.9)	(\$6.0)	(\$2.2)	(\$8.2)
Total Net Assets, Estimated End of Year Balance**	\$20.2	\$26.7	\$46.8	\$7.3	\$17.7	\$25.1	\$25.9	\$0.4	\$10.7	\$11.1
Total Cash, Estimated End of Year Balance**	\$14.6	\$38.0	\$52.6	\$1.7	\$29.1	\$30.8	\$43.6	(\$5.2)	\$22.1	\$16.9
Annualized FTE Enrollment										
Undergraduate	9,255.2		9,255.2	8,805.6		8,805.6	8,736.5	8,485.2		8,485.2
Graduate	1,148.2		1,148.2	1,203.0		1,203.0	1,289.0	1,174.0		1,174.0
Total Annualized FTE Enrollment	10,403.4		10,403.4	10,008.6		10,008.6	10,025.5	9,659.2		9,659.2
FTE of Budgeted Employees, Net of Turnover										
Faculty	562.9	0.0	562.9	531.9	0.0	531.9	531.9	487.3	0.0	487.3
Nonfaculty	713.6	85.3	798.8	656.0	93.4	749.4	749.4	647.0	93.4	740.4
Total FTE of Budgeted Employees, Net of Turnover	1,276.5	85.3	1,361.7	1,187.9	93.4	1,281.3	1,281.3	1,134.3	93.4	1,227.6
Net Tuition Revenue per FTE Student			\$5,697	\$5,795			\$5,398	\$5,750		

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	17.6	17.9	18.1	18.9

Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

Note: In FY 2024-25, E&G All Other Revenue includes \$37.9M of one-time funds appropriated to use for the elimination of some of Commonwealth's outstanding bonds for Auxiliary-related debt. Payment of this debt is reflected in the Transfers Out To/(In From) Plant and Other Funds line.

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
East Stroudsburg University of Pennsylvania

				For Approval						
FY 2024-25 Actuals				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total				Total				Total		
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$46.0	\$0.0	\$46.0	\$49.9	\$0.0	\$49.9	\$47.9	\$50.7	\$0.0	\$50.7
Fees	13.7	3.7	17.4	15.0	3.8	18.8	\$18.5	15.3	3.8	19.1
State Appropriation	45.8	0.0	45.8	47.3	0.0	47.3	\$50.7	48.2	0.0	48.2
Auxiliary Sales	0.0	22.8	22.8	0.0	25.8	25.8	\$24.7	0.0	26.6	26.6
All Other Revenue	12.4	0.9	13.3	8.9	1.2	10.1	\$10.3	8.3	1.2	9.5
Total Revenues	\$117.9	\$27.4	\$145.4	\$121.1	\$30.8	\$151.9	\$152.0	\$122.5	\$31.6	\$154.1
Expenditures										
Compensation Summary:										
Salaries and Wages	\$52.7	\$3.9	\$56.6	\$53.8	\$4.5	\$58.3	\$58.9	\$56.5	\$4.6	\$61.1
Benefits	24.5	1.9	26.4	25.8	1.9	27.7	\$27.9	27.5	1.9	29.4
Subtotal, Compensation	\$77.2	\$5.9	\$83.0	\$79.6	\$6.4	\$86.0	\$86.8	\$84.0	\$6.5	\$90.5
Student Financial Aid	16.0	3.3	19.3	16.8	3.5	20.3	18.0	16.8	3.5	20.3
Interest Expense	0.5	1.6	2.1	0.4	1.5	1.9	1.8	0.3	1.4	1.7
Other Services and Supplies	23.8	12.7	36.5	23.3	14.2	37.5	36.2	23.4	14.8	38.2
Subtotal, Services and Supplies	\$40.3	17.6	\$57.9	\$40.5	19.1	\$59.7	56.0	\$40.5	19.7	\$60.1
Capital Expenditures	2.4	0.9	3.3	0.2	0.4	0.5	0.2	0.2	0.4	0.5
Debt Principal Payments	2.7	2.1	4.8	2.7	2.1	4.8	4.8	2.2	2.2	4.4
Total Expenditures	\$122.5	\$26.5	\$149.0	\$123.0	\$28.0	\$151.0	\$147.7	\$126.8	\$28.8	\$155.6
Revenues Less Expenditures	(\$4.6)	\$1.0	(\$3.6)	(\$1.9)	\$2.8	\$0.9	\$4.2	(\$4.2)	\$2.8	(\$1.4)
Transfers Out To/(In From) Plant and Other Funds										
	4.7	(1.5)	3.2	0.8	0.1	0.9	7.0	0.8	0.1	0.9
Revenues Less Expenditures and Transfers	(\$9.3)	\$2.5	(\$6.8)	(\$2.7)	\$2.6	(\$0.1)	(\$2.7)	(\$5.1)	\$2.7	(\$2.4)
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	2.7	0.0	2.7	2.7	5.1	0.0	5.1
Revenues and Supplemental Resources Less Expenditures & Transfers										
	(\$9.3)	\$2.5	(\$6.8)	\$0.0	\$2.6	\$2.6	\$0.0	(\$0.0)	\$2.7	\$2.7
Total Net Assets, Estimated End of Year Balance**										
	\$40.7	\$41.2	\$81.9	\$38.0	\$22.6	\$60.6	\$62.7	\$32.9	\$26.1	\$59.1
Total Cash, Estimated End of Year Balance**										
	\$37.9	\$42.1	\$80.0	\$35.2	\$23.6	\$58.8	\$65.7	\$30.1	\$27.1	\$57.2
Annualized FTE Enrollment										
Undergraduate	4,819.9		4,819.9	5,063.4		5,063.4	5,000.8	5,151.5		5,151.5
Graduate	537.7		537.7	551.5		551.5	538.1	543.3		543.3
Total Annualized FTE Enrollment	5,357.6		5,357.6	5,614.9		5,614.9	5,538.9	5,694.8		5,694.8
FTE of Budgeted Employees, Net of Turnover										
Faculty	256.9	0.0	256.9	263.8	0.0	263.8	260.0	270.6	0.0	270.6
Nonfaculty	345.6	9.4	355.0	356.8	11.0	367.8	382.2	356.8	12.0	368.8
Total FTE of Budgeted Employees, Net of Turnover	602.5	9.4	611.9	620.5	11.0	631.5	642.2	627.4	12.0	639.4
Net Tuition Revenue per FTE Student			\$5,453	\$5,721			\$4,229	\$5,773		

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	19.5	19.5	19.6	19.5
Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)				

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Indiana University of Pennsylvania

FY 2024-25 Actuals				For Approval			July Prelim Total*	FY 2026-27 Projections		
(Dollars in Millions)	E&G	Auxiliary	Total Unrestricted	E&G	Auxiliary	Total Unrestricted		E&G	Auxiliary	Total Unrestricted
Revenues										
Tuition	\$68.0	\$0.0	\$68.0	\$70.6	\$0.0	\$70.6	\$68.9	\$70.7	\$0.0	\$70.7
Fees	23.5	0.0	23.5	22.1	0.0	22.1	\$22.1	21.9	0.0	21.9
State Appropriation	63.5	0.0	63.5	63.9	0.0	63.9	\$68.1	65.2	0.0	65.2
Auxiliary Sales	0.0	33.5	33.5	0.0	35.8	35.8	\$34.6	0.0	35.8	35.8
All Other Revenue	56.0	1.2	57.2	22.5	1.2	23.7	\$23.1	23.1	1.0	24.1
Total Revenues	\$211.1	\$34.7	\$245.8	\$179.1	\$37.0	\$216.1	\$216.7	\$180.9	\$36.8	\$217.7
Expenditures										
Compensation Summary:										
Salaries and Wages	\$83.6	\$2.1	\$85.7	\$85.9	\$2.0	\$88.0	\$88.6	\$88.5	\$2.1	\$90.6
Benefits	45.4	2.0	47.4	42.8	1.9	44.7	\$45.6	45.4	1.9	47.3
Subtotal, Compensation	\$129.0	\$4.1	\$133.1	\$128.8	\$3.9	\$132.6	\$134.2	\$133.9	\$4.0	\$137.9
Student Financial Aid	18.0	7.5	25.5	18.8	7.0	25.8	22.8	16.6	7.0	23.6
Interest Expense	0.3	3.8	4.2	(0.0)	3.7	3.6	3.6	(0.0)	3.5	3.5
Other Services and Supplies	32.8	18.4	51.1	29.5	18.0	47.5	49.5	29.3	17.8	47.1
Subtotal, Services and Supplies	\$51.1	29.7	\$80.8	\$48.2	28.7	\$76.9	75.9	\$45.9	28.3	\$74.2
Capital Expenditures	2.9	0.1	3.0	2.0	0.1	2.1	2.1	1.0	0.1	1.1
Debt Principal Payments	1.0	4.7	5.7	0.1	4.3	4.4	4.4	0.1	4.4	4.5
Total Expenditures	\$184.0	\$38.6	\$222.6	\$179.1	\$37.0	\$216.1	\$216.7	\$180.9	\$36.8	\$217.7
Revenues Less Expenditures	\$27.0	(\$3.8)	\$23.2	\$0.0	\$0.0	\$0.0	(\$0.0)	(\$0.0)	\$0.0	(\$0.0)
Transfers Out To/(In From) Plant and Other Funds	33.7	(14.3)	19.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues Less Expenditures and Transfers	(\$6.7)	\$10.5	\$3.8	\$0.0	(\$0.0)	(\$0.0)	(\$0.0)	(\$0.0)	\$0.0	(\$0.0)
Supplemental Resources										
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$6.7)	\$10.5	\$3.8	\$0.0	(\$0.0)	(\$0.0)	(\$0.0)	(\$0.0)	\$0.0	(\$0.0)
Total Net Assets, Estimated End of Year Balance**	\$39.3	\$6.0	\$45.3	\$39.3	\$6.0	\$45.3	\$57.4	\$39.3	\$6.0	\$45.3
Total Cash, Estimated End of Year Balance**	\$39.8	\$3.2	\$42.9	\$39.8	\$3.2	\$42.9	\$52.3	\$39.8	\$3.2	\$42.9
Annualized FTE Enrollment										
Undergraduate	6,817.5		6,817.5	6,891.2		6,891.2	6,719.0	6,812.1		6,812.1
Graduate	1,063.4		1,063.4	1,002.0		1,002.0	1,001.5	913.0		913.0
Total Annualized FTE Enrollment	7,880.9		7,880.9	7,893.2		7,893.2	7,720.4	7,725.1		7,725.1
FTE of Budgeted Employees, Net of Turnover										
Faculty	377.0	0.0	377.0	374.4	0.0	374.4	378.0	373.9	0.0	373.9
Nonfaculty	439.7	18.1	457.8	457.7	18.9	476.6	474.3	465.0	19.1	484.1
Total FTE of Budgeted Employees, Net of Turnover	816.7	18.1	834.8	832.2	18.9	851.0	852.3	838.9	19.1	858.0
Net Tuition Revenue per FTE Student			\$4,683			\$5,200	\$5,200			\$5,714

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	19.2	19.7	19.0	19.6

Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

Note: In FY 2024-25, E&G All Other Revenue includes \$21M of one-time funds appropriated to use for the elimination of some of Indiana's outstanding bonds, \$16.1M of which was for Auxiliary-related debt. Payment of this debt is reflected in the Transfers Out To/(In From) Plant and Other Funds line. FY 2024-25 E&G All Other Revenue also includes \$17.5M of funds to be used to satisfy intra-university loans and improve the unrestricted net asset balance of the university.

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Kutztown University of Pennsylvania

FY 2024-25 Actuals				For Approval						
Total				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total				Total				Total		
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$61.9	\$0.0	\$61.9	\$62.2	\$0.0	\$62.2	\$62.2	\$62.8	\$0.0	\$62.8
Fees	16.9	4.6	21.5	18.6	4.7	23.2	\$22.8	19.1	4.7	23.7
State Appropriation	53.9	0.0	53.9	53.6	0.0	53.6	\$57.4	54.7	0.0	54.7
Auxiliary Sales	0.0	40.8	40.8	0.0	40.1	40.1	\$41.4	0.0	40.7	40.7
All Other Revenue	7.8	2.4	10.2	6.4	2.5	9.0	\$9.8	6.5	2.5	9.1
Total Revenues	\$140.4	\$47.8	\$188.2	\$140.8	\$47.3	\$188.1	\$193.7	\$143.1	\$47.9	\$190.9
Expenditures										
Compensation Summary:										
Salaries and Wages	\$67.9	\$7.1	\$75.0	\$68.8	\$8.1	\$76.9	\$78.0	\$69.8	\$8.4	\$78.1
Benefits	33.8	3.6	37.4	35.3	4.1	39.4	\$39.9	36.9	4.2	41.2
Subtotal, Compensation	\$101.6	\$10.7	\$112.3	\$104.2	\$12.2	\$116.3	\$118.0	\$106.7	\$12.6	\$119.3
Student Financial Aid	11.4	5.0	16.4	10.9	4.7	15.6	15.5	10.9	4.7	15.6
Interest Expense	0.2	2.8	3.0	0.2	2.4	2.6	2.6	0.1	2.0	2.2
Other Services and Supplies	26.3	16.8	43.1	22.5	16.6	39.1	40.3	22.2	16.7	38.9
Subtotal, Services and Supplies	\$37.9	24.6	\$62.5	\$33.5	23.8	\$57.3	58.4	\$33.2	23.4	\$56.6
Capital Expenditures	3.6	1.5	5.1	2.0	0.9	2.9	3.9	2.3	0.9	3.1
Debt Principal Payments	1.3	7.1	8.4	0.8	9.1	9.9	8.6	0.5	9.1	9.6
Total Expenditures	\$144.4	\$43.9	\$188.3	\$140.5	\$45.9	\$186.4	\$188.8	\$142.6	\$46.0	\$188.6
Revenues Less Expenditures	(\$3.9)	\$3.9	(\$0.1)	\$0.3	\$1.4	\$1.7	\$4.9	\$0.5	\$1.8	\$2.3
Transfers Out To/(In From) Plant and Other Funds	1.4	4.0	5.3	0.3	1.4	1.7	4.9	0.5	1.8	2.3
Revenues Less Expenditures and Transfers	(\$5.3)	(\$0.1)	(\$5.4)	(\$0.0)	(\$0.0)	(\$0.0)	(\$0.0)	\$0.0	\$0.0	\$0.0
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$5.3)	(\$0.1)	(\$5.4)	(\$0.0)	(\$0.0)	(\$0.0)	(\$0.0)	\$0.0	\$0.0	\$0.0
Total Net Assets, Estimated End of Year Balance**	\$32.8	\$36.4	\$69.2	\$32.2	\$33.7	\$65.9	\$78.9	\$31.4	\$33.8	\$65.2
Total Cash, Estimated End of Year Balance**	\$43.2	\$36.6	\$79.8	\$42.7	\$33.9	\$76.6	\$90.3	\$41.9	\$34.0	\$75.9
Annualized FTE Enrollment										
Undergraduate	6,009.3		6,009.3	5,931.1		5,931.1	5,979.0	5,961.1		5,961.1
Graduate	754.1		754.1	719.4		719.4	784.4	739.4		739.4
Total Annualized FTE Enrollment	6,763.4		6,763.4	6,650.5		6,650.5	6,763.4	6,700.5		6,700.5
FTE of Budgeted Employees, Net of Turnover										
Faculty	356.3	0.0	356.3	359.2	0.0	359.2	353.5	354.3	0.0	354.3
Nonfaculty	345.1	85.9	430.9	340.1	93.1	433.2	430.4	335.6	93.0	428.6
Total FTE of Budgeted Employees, Net of Turnover	701.3	85.9	787.2	699.3	93.1	792.4	784.0	689.9	93.0	782.9
Net Tuition Revenue per FTE Student	\$6,379			\$6,434			\$6,388	\$6,466		

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	18.6	18.1	18.7	18.5
Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)				

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Millersville University of Pennsylvania

FY 2024-25 Actuals				For Approval							
Total				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections			
Total				Total				Total			
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted	
Revenues											
Tuition	\$59.0	\$0.0	\$59.0	\$62.5	\$0.0	\$62.5	\$59.2	\$63.1	\$0.0	\$63.1	
Fees	16.6	4.4	21.0	17.8	4.2	22.0	\$22.0	17.8	4.3	22.1	
State Appropriation	47.0	0.0	47.0	46.9	0.0	46.9	\$50.3	47.9	0.0	47.9	
Auxiliary Sales	0.0	30.0	30.0	0.0	30.3	30.3	\$30.2	0.0	31.8	31.8	
All Other Revenue	11.2	0.1	11.3	7.6	0.1	7.7	\$7.6	7.2	0.1	7.3	
Total Revenues	\$133.8	\$34.5	\$168.3	\$134.8	\$34.5	\$169.3	\$169.2	\$136.1	\$36.2	\$172.2	
Expenditures											
Compensation Summary:											
Salaries and Wages	\$65.9	\$8.1	\$74.0	\$65.6	\$7.6	\$73.2	\$73.2	\$66.5	\$7.7	\$74.3	
Benefits	32.2	4.6	36.8	32.4	4.5	36.9	\$37.1	33.6	4.6	38.2	
Subtotal, Compensation	\$98.2	\$12.7	\$110.8	\$98.0	\$12.1	\$110.1	\$110.3	\$100.1	\$12.3	\$112.4	
Student Financial Aid	7.0	1.5	8.5	7.6	1.5	9.1	8.0	7.7	1.5	9.2	
Interest Expense	0.3	4.3	4.6	0.1	4.1	4.2	4.2	0.1	3.8	3.9	
Other Services and Supplies	19.8	9.0	28.8	21.3	9.1	30.4	29.7	21.5	9.4	30.9	
Subtotal, Services and Supplies	\$27.1	14.8	\$41.9	\$29.1	14.6	\$43.7	42.0	\$29.3	14.7	\$44.0	
Capital Expenditures	2.1	0.9	2.9	2.0	0.9	2.9	2.5	2.0	0.9	2.9	
Debt Principal Payments	1.6	7.2	8.8	1.7	6.9	8.6	8.6	0.7	6.9	7.7	
Total Expenditures	\$128.9	\$35.5	\$164.4	\$130.7	\$34.6	\$165.3	\$163.4	\$132.1	\$34.9	\$167.0	
Revenues Less Expenditures	\$4.8	(\$1.0)	\$3.8	\$4.1	(\$0.0)	\$4.0	\$5.8	\$4.0	\$1.2	\$5.2	
Transfers Out To/(In From) Plant and Other Funds	4.0	(1.6)	2.4	4.0	(0.5)	3.5	5.2	4.0	0.6	4.6	
Revenues Less Expenditures and Transfers	\$0.8	\$0.6	\$1.4	\$0.0	\$0.5	\$0.5	\$0.6	\$0.0	\$0.6	\$0.6	
Supplemental Resources											
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Revenues and Supplemental Resources Less Expenditures & Transfers	\$0.8	\$0.6	\$1.4	\$0.0	\$0.5	\$0.5	\$0.6	\$0.0	\$0.6	\$0.6	
Total Net Assets, Estimated End of Year Balance**	\$31.8	\$4.9	\$36.7	\$31.8	\$5.4	\$37.2	\$37.7	\$31.8	\$6.0	\$37.8	
Total Cash, Estimated End of Year Balance**	\$35.7	\$5.3	\$41.0	\$35.7	\$5.8	\$41.5	\$45.0	\$35.7	\$6.4	\$42.1	
Annualized FTE Enrollment											
Undergraduate	5,304.4		5,304.4	5,304.4		5,304.4	5,305.6	5,304.4		5,304.4	
Graduate	849.3		849.3	849.3		849.3	809.3	849.3		849.3	
Total Annualized FTE Enrollment	6,153.7		6,153.7	6,153.7		6,153.7	6,114.9	6,153.7		6,153.7	
FTE of Budgeted Employees, Net of Turnover											
Faculty	332.3	0.0	332.3	329.0	0.0	329.0	318.2	315.8	0.0	315.8	
Nonfaculty	394.3	59.8	454.1	395.4	68.4	463.8	467.2	393.1	69.0	462.2	
Total FTE of Budgeted Employees, Net of Turnover	726.7	59.8	786.5	724.5	68.4	792.8	785.4	708.9	69.0	777.9	
Net Tuition Revenue per FTE Student			\$6,640			\$6,933	\$6,619			\$7,013	

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	16.8	16.9	17.4	17.6
Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)				

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Pennsylvania Western University of Pennsylvania

				For Approval						
FY 2024-25 Actuals				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total				Total				Total		
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$91.0	\$0.0	\$91.0	\$91.8	\$0.0	\$91.8	\$90.3	\$92.4	\$0.0	\$92.4
Fees	24.4	5.0	29.3	27.3	5.5	32.7	\$33.6	27.6	5.5	33.1
State Appropriation	93.8	0.0	93.8	88.2	0.0	88.2	\$94.0	89.9	0.0	89.9
Auxiliary Sales	0.0	33.2	33.2	0.0	31.7	31.7	\$29.6	0.0	31.4	31.4
All Other Revenue	31.0	9.8	40.8	23.9	21.7	45.7	\$41.7	15.7	21.7	37.5
Total Revenues	\$240.2	\$47.9	\$288.1	\$231.2	\$58.9	\$290.1	\$289.2	\$225.7	\$58.6	\$284.3
Expenditures										
Compensation Summary:										
Salaries and Wages	\$121.5	\$4.4	\$125.8	\$116.1	\$4.7	\$120.8	\$121.9	\$112.1	\$4.9	\$116.9
Benefits	62.1	3.4	65.5	60.7	3.6	64.3	\$63.9	58.9	3.6	62.5
Subtotal, Compensation	\$183.6	\$7.8	\$191.3	\$176.7	\$8.3	\$185.0	\$185.8	\$171.0	\$8.5	\$179.5
Student Financial Aid	16.2	7.7	23.9	16.0	7.7	23.7	18.4	16.0	7.7	23.7
Interest Expense	0.1	8.4	8.5	0.1	8.2	8.2	8.3	0.1	7.8	7.9
Other Services and Supplies	44.4	22.0	66.4	44.9	23.4	68.3	66.7	44.5	24.6	69.1
Subtotal, Services and Supplies	\$60.7	38.0	\$98.7	\$61.0	39.2	\$100.2	93.4	\$60.6	40.1	\$100.6
Capital Expenditures	4.2	0.4	4.6	2.3	0.8	3.1	3.1	2.3	0.8	3.1
Debt Principal Payments	0.1	8.4	8.6	0.1	8.9	9.1	9.1	0.1	10.7	10.9
Total Expenditures	\$248.7	\$54.6	\$303.2	\$240.2	\$57.2	\$297.4	\$291.4	\$233.9	\$60.1	\$294.0
Revenues Less Expenditures	(\$8.5)	(\$6.6)	(\$15.1)	(\$9.0)	\$1.7	(\$7.3)	(\$2.2)	(\$8.2)	(\$1.5)	(\$9.8)
Transfers Out To/(In From) Plant and Other Funds	5.2	(7.1)	(1.9)	2.1	(7.2)	(5.1)	0.0	2.1	(7.2)	(5.1)
Revenues Less Expenditures and Transfers	(\$13.7)	\$0.5	(\$13.2)	(\$11.2)	\$9.0	(\$2.2)	(\$2.2)	(\$10.4)	\$5.7	(\$4.7)
Supplemental Resources										
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$13.7)	\$0.5	(\$13.2)	(\$11.2)	\$9.0	(\$2.2)	(\$2.2)	(\$10.4)	\$5.7	(\$4.7)
Total Net Assets, Estimated End of Year Balance**	\$4.9	\$42.1	\$47.0	\$12.8	\$32.0	\$44.8	\$37.9	\$2.4	\$37.7	\$40.1
Total Cash, Estimated End of Year Balance**	\$13.7	\$51.6	\$65.3	\$21.6	\$41.6	\$63.1	\$51.9	\$11.2	\$47.2	\$58.5
Annualized FTE Enrollment										
Undergraduate	6,963.5		6,963.5	6,647.5		6,647.5	6,710.5	6,555.4		6,555.4
Graduate	2,662.0		2,662.0	2,694.8		2,694.8	2,748.3	2,760.8		2,760.8
Total Annualized FTE Enrollment	9,625.5		9,625.5	9,342.3		9,342.3	9,458.8	9,316.2		9,316.2
FTE of Budgeted Employees, Net of Turnover										
Faculty	552.4	0.0	552.4	530.6	0.0	530.6	536.0	530.2	0.0	530.2
Nonfaculty	688.4	66.8	755.3	698.1	69.8	768.0	768.3	702.1	69.8	772.0
Total FTE of Budgeted Employees, Net of Turnover	1,240.8	66.8	1,307.7	1,228.8	69.8	1,298.6	1,304.2	1,232.4	69.8	1,302.2
Net Tuition Revenue per FTE Student			\$5,999			\$6,209	\$5,086			\$6,225

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	15.8	15.9	16.0	15.8

Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

Note: Fiscal years 2024-25 through 2026-27 include revenue for the lease/sublease of designated properties with the Commonwealth's Department of General Services (approximately \$7 million in 2024-25 and \$21 million each subsequent year).

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Shippensburg University of Pennsylvania

FY 2024-25 Actuals				For Approval			July Prelim Total*	FY 2026-27 Projections		
(Dollars in Millions)	E&G	Auxiliary	Total Unrestricted	E&G	Auxiliary	Total Unrestricted		E&G	Auxiliary	Total Unrestricted
Revenues										
Tuition	\$46.2	\$0.0	\$46.2	\$48.6	\$0.0	\$48.6	\$47.7	\$48.6	\$0.0	\$48.6
Fees	11.8	3.8	15.6	12.2	3.9	16.1	\$16.1	12.2	3.9	16.2
State Appropriation	42.3	0.0	42.3	41.6	0.0	41.6	\$44.4	42.5	0.0	42.5
Auxiliary Sales	0.0	27.9	27.9	0.0	28.3	28.3	\$28.2	0.0	28.4	28.4
All Other Revenue	9.6	0.3	9.9	9.1	0.3	9.4	\$8.8	9.2	0.3	9.5
Total Revenues	\$109.9	\$32.0	\$141.9	\$111.5	\$32.5	\$144.1	\$145.1	\$112.4	\$32.7	\$145.1
Expenditures										
Compensation Summary:										
Salaries and Wages	\$57.3	\$3.6	\$60.8	\$55.0	\$3.7	\$58.7	\$60.0	\$55.6	\$3.9	\$59.5
Benefits	28.5	2.3	30.8	28.5	2.5	31.0	\$31.6	29.9	2.6	32.6
Subtotal, Compensation	\$85.7	\$5.9	\$91.6	\$83.5	\$6.2	\$89.7	\$91.7	\$85.6	\$6.5	\$92.1
Student Financial Aid	8.8	1.3	10.0	8.8	1.3	10.2	10.6	8.9	1.3	10.2
Interest Expense	0.1	5.4	5.4	(0.0)	5.1	5.1	5.7	(0.0)	4.9	4.9
Other Services and Supplies	16.4	11.2	27.6	16.8	11.5	28.3	28.7	17.2	11.7	28.9
Subtotal, Services and Supplies	\$25.2	17.9	\$43.1	\$25.6	17.9	\$43.5	45.0	\$26.1	17.9	\$44.0
Capital Expenditures	0.3	0.1	0.4	0.3	0.1	0.4	0.4	0.3	0.1	0.4
Debt Principal Payments	0.0	7.3	7.3	0.0	7.2	7.3	7.3	0.0	7.1	7.1
Total Expenditures	\$111.3	\$31.1	\$142.4	\$109.5	\$31.4	\$140.9	\$144.3	\$112.0	\$31.6	\$143.6
Revenues Less Expenditures	(\$1.4)	\$0.9	(\$0.5)	\$2.1	\$1.1	\$3.2	\$0.7	\$0.4	\$1.1	\$1.5
Transfers Out To/(In From) Plant and Other Funds	2.3	(0.9)	1.4	2.3	(0.9)	1.4	0.6	2.3	(0.9)	1.4
Revenues Less Expenditures and Transfers	(\$3.7)	\$1.8	(\$1.9)	(\$0.2)	\$2.0	\$1.8	\$0.1	(\$1.9)	\$2.0	\$0.1
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	(\$3.7)	\$1.8	(\$1.9)	(\$0.2)	\$2.0	\$1.8	\$0.1	(\$1.9)	\$2.0	\$0.1
Total Net Assets, Estimated End of Year Balance**	\$1.9	\$25.1	\$26.9	\$5.4	\$23.2	\$28.5	\$24.5	\$5.3	\$22.9	\$28.3
Total Cash, Estimated End of Year Balance**	(\$14.5)	\$51.5	\$37.0	\$17.1	\$22.4	\$39.5	\$36.2	\$16.9	\$22.2	\$39.1
Annualized FTE Enrollment										
Undergraduate	4,008.9		4,008.9	4,016.8		4,016.8	4,170.7	4,017.6		4,017.6
Graduate	555.8		555.8	543.1		543.1	540.8	506.0		506.0
Total Annualized FTE Enrollment	4,564.6		4,564.6	4,559.9		4,559.9	4,711.5	4,523.6		4,523.6
FTE of Budgeted Employees, Net of Turnover										
Faculty	257.2	0.0	257.2	246.9	0.0	246.9	247.9	235.6	0.0	235.6
Nonfaculty	291.8	55.1	346.9	277.0	55.0	332.0	336.4	265.1	55.3	320.4
Total FTE of Budgeted Employees, Net of Turnover	549.0	55.1	604.1	523.9	55.0	578.9	584.3	500.7	55.3	555.9
Net Tuition Revenue per FTE Student			\$6,905			\$7,519	\$6,523			\$7,506

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	16.4	17.7	17.5	18.5

Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

Note: The transition to OneSIS created some issues with how cash and accounts receivable are allocated between E&G and Auxiliary funds, distorting fiscal year-end cash balances for FY 2024-25. This is corrected in FY 2025-26.

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
Slippery Rock University of Pennsylvania

				For Approval						
FY 2024-25 Actuals				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total				Total				Total		
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$76.1	\$0.0	\$76.1	\$80.1	\$0.0	\$80.1	\$76.2	\$81.1	\$0.0	\$81.1
Fees	17.8	5.2	23.1	18.5	5.3	23.8	\$22.7	18.7	5.3	24.0
State Appropriation	58.9	0.0	58.9	59.5	0.0	59.5	\$63.4	60.7	0.0	60.7
Auxiliary Sales	0.0	21.6	21.6	0.0	22.3	22.3	\$20.5	0.0	21.2	21.2
All Other Revenue	14.9	0.3	15.2	13.6	0.7	14.2	\$12.9	7.9	0.7	8.6
Total Revenues	\$167.7	\$27.1	\$194.9	\$171.7	\$28.2	\$199.9	\$195.7	\$168.4	\$27.1	\$195.5
Expenditures										
Compensation Summary:										
Salaries and Wages	\$79.2	\$2.6	\$81.8	\$83.6	\$3.1	\$86.8	\$87.0	\$85.7	\$3.2	\$88.9
Benefits	40.8	1.4	42.2	41.7	1.5	43.3	\$42.4	44.2	1.6	45.7
Subtotal, Compensation	\$120.0	\$4.0	\$124.0	\$125.3	\$4.7	\$130.0	\$129.4	\$129.9	\$4.8	\$134.6
Student Financial Aid	6.5	3.7	10.2	6.6	3.7	10.3	7.8	6.6	3.7	10.4
Interest Expense	0.7	0.5	1.2	0.6	0.4	1.0	1.1	0.6	0.3	0.9
Other Services and Supplies	21.6	17.5	39.1	23.8	18.7	42.5	41.3	24.2	17.6	41.8
Subtotal, Services and Supplies	\$28.8	21.7	\$50.5	\$31.1	22.8	\$53.9	50.2	\$31.5	21.6	\$53.1
Capital Expenditures	3.0	0.0	3.0	3.0	0.0	3.1	3.0	3.1	0.0	3.2
Debt Principal Payments	1.5	1.9	3.4	1.4	2.0	3.4	3.4	1.5	2.1	3.6
Total Expenditures	\$153.3	\$27.7	\$180.9	\$160.9	\$29.5	\$190.4	\$185.9	\$165.9	\$28.5	\$194.4
Revenues Less Expenditures	\$14.5	(\$0.5)	\$13.9	\$10.8	(\$1.3)	\$9.5	\$9.8	\$2.5	(\$1.4)	\$1.1
Transfers Out To/(In From) Plant and Other Funds										
	12.9	0.0	12.9	10.8	(1.6)	9.2	9.7	3.6	(1.6)	1.9
Revenues Less Expenditures and Transfers	\$1.6	(\$0.5)	\$1.0	\$0.0	\$0.3	\$0.3	\$0.0	(\$1.1)	\$0.3	(\$0.8)
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0	0.0	0.0	0.2	1.1	0.0	1.1
Revenues and Supplemental Resources Less Expenditures & Transfers										
	\$1.6	(\$0.5)	\$1.0	\$0.0	\$0.3	\$0.3	\$0.2	\$0.0	\$0.3	\$0.3
Total Net Assets, Estimated End of Year Balance**										
	\$98.5	\$18.6	\$117.1	\$103.7	\$16.9	\$120.6	\$108.8	\$101.8	\$17.8	\$119.5
Total Cash, Estimated End of Year Balance**										
	\$117.3	\$18.2	\$135.4	\$122.5	\$16.5	\$138.9	\$131.7	\$120.5	\$17.4	\$137.9
Annualized FTE Enrollment										
Undergraduate	7,126.8		7,126.8	7,213.1		7,213.1	7,101.4	7,325.7		7,325.7
Graduate	1,438.5		1,438.5	1,481.3		1,481.3	1,477.1	1,478.5		1,478.5
Total Annualized FTE Enrollment	8,565.3		8,565.3	8,694.4		8,694.4	8,578.5	8,804.3		8,804.3
FTE of Budgeted Employees, Net of Turnover										
Faculty	410.4	0.0	410.4	416.7	0.0	416.7	416.0	417.6	0.0	417.6
Nonfaculty	425.6	23.7	449.3	432.0	28.3	460.3	454.5	431.9	28.3	460.2
Total FTE of Budgeted Employees, Net of Turnover	836.0	23.7	859.7	848.7	28.3	877.0	870.5	849.5	28.3	877.7
Net Tuition Revenue per FTE Student			\$6,396	\$6,758			\$6,291	\$6,794		

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	19.1	19.4	18.9	19.6

Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update
West Chester University of Pennsylvania

				For Approval						
FY 2024-25 Actuals				FY 2025-26 Budget			July Prelim Total*	FY 2026-27 Projections		
Total			Total			Total				
(Dollars in Millions)	E&G	Auxiliary	Unrestricted	E&G	Auxiliary	Unrestricted		E&G	Auxiliary	Unrestricted
Revenues										
Tuition	\$154.5	\$0.0	\$154.5	\$162.3	\$0.0	\$162.3	\$156.3	\$163.2	\$0.0	\$163.2
Fees	43.9	9.0	52.9	45.6	9.3	54.9	\$53.9	45.5	9.3	54.8
State Appropriation	97.7	0.0	97.7	99.1	0.0	99.1	\$105.6	101.1	0.0	101.1
Auxiliary Sales	0.0	38.7	38.7	0.0	42.9	42.9	\$40.7	0.0	45.1	45.1
All Other Revenue	26.7	3.4	30.1	16.1	3.3	19.4	\$16.3	13.3	3.3	16.6
Total Revenues	\$322.9	\$51.0	\$373.9	\$323.1	\$55.5	\$378.6	\$372.9	\$323.2	\$57.7	\$380.9
Expenditures										
Compensation Summary:										
Salaries and Wages	\$164.4	\$6.1	\$170.5	\$169.0	\$6.4	\$175.4	\$175.7	\$174.8	\$6.5	\$181.3
Benefits	73.0	3.2	76.2	78.2	3.2	81.3	\$80.0	82.2	3.5	85.7
Subtotal, Compensation	\$237.5	\$9.3	\$246.7	\$247.2	\$9.6	\$256.7	\$255.7	\$257.0	\$10.0	\$267.0
Student Financial Aid	11.7	4.9	16.5	13.4	4.7	18.1	13.2	14.9	4.8	19.7
Interest Expense	2.6	0.9	3.6	2.4	2.5	4.9	4.9	2.2	3.1	5.4
Other Services and Supplies	43.6	29.6	73.2	48.2	31.1	79.2	78.1	48.7	31.9	80.6
Subtotal, Services and Supplies	\$57.9	35.4	\$93.3	\$64.0	38.3	\$102.3	96.3	\$65.8	39.9	\$105.7
Capital Expenditures	1.9	0.0	1.9	1.6	0.0	1.6	1.0	1.6	0.0	1.6
Debt Principal Payments	2.3	1.9	4.2	2.4	1.7	4.1	4.1	2.5	1.7	4.3
Total Expenditures	\$299.6	\$46.5	\$346.1	\$315.2	\$49.5	\$364.7	\$357.0	\$326.9	\$51.6	\$378.5
Revenues Less Expenditures	\$23.3	\$4.5	\$27.8	\$8.0	\$6.0	\$13.9	\$15.8	(\$3.7)	\$6.1	\$2.4
Transfers Out To/(In From) Plant and Other Funds	17.2	2.6	19.8	11.5	0.7	12.1	12.9	11.4	(3.2)	8.3
Revenues Less Expenditures and Transfers	\$6.1	\$1.9	\$8.0	(\$3.5)	\$5.3	\$1.8	\$2.9	(\$15.2)	\$9.3	(\$5.9)
Supplemental Resources										
Planned Use of Reserves for One- Time Needs/Strategic Initiatives	0.0	0.0	0.0	3.5	0.0	3.5	4.2	15.2	0.0	15.2
Revenues and Supplemental Resources Less Expenditures & Transfers	\$6.1	\$1.9	\$8.0	\$0.0	\$5.3	\$5.3	\$7.1	\$0.0	\$9.3	\$9.3
Total Net Assets, Estimated End of Year Balance**	\$94.9	\$44.1	\$139.0	\$91.2	\$52.8	\$144.0	\$140.4	\$75.6	\$65.5	\$141.2
Total Cash, Estimated End of Year Balance**	\$126.4	\$40.5	\$167.0	\$122.7	\$49.3	\$172.0	\$173.2	\$107.1	\$62.0	\$169.1
Annualized FTE Enrollment										
Undergraduate	14,098.7		14,098.7	14,414.3		14,414.3	14,276.4	14,429.4		14,429.4
Graduate	1,919.6		1,919.6	1,966.6		1,966.6	1,925.9	1,963.5		1,963.5
Total Annualized FTE Enrollment	16,018.2		16,018.2	16,380.9		16,380.9	16,202.2	16,393.0		16,393.0
FTE of Budgeted Employees, Net of Turnover										
Faculty	819.2	0.0	819.2	853.9	0.0	853.9	849.9	846.2	0.0	846.2
Nonfaculty	790.2	71.8	862.0	801.1	65.9	867.0	859.8	801.9	69.5	871.3
Total FTE of Budgeted Employees, Net of Turnover	1,609.4	71.8	1,681.2	1,655.0	65.9	1,720.9	1,709.8	1,648.1	69.5	1,717.6
Net Tuition Revenue per FTE Student	\$7,562			\$7,760			\$7,496	\$7,708		

Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment excluding clock hour.

	Actual/Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	18.7	18.5	18.3	18.3
Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)				

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

FY 2025-26 Comprehensive Planning Process (CPP) Fall 2025 Update

System Office: Portion of office funded by ½ of 1% of State Appropriation, Tuition, Room and Board only

Educational & General only		For Approval		
(Dollars in Millions)	FY 2024-25 Actuals	FY 2025-26 Budget	July Prelim Total*	FY 2026-27 Projections
Revenues				
Tuition	\$0.0	\$0.0	\$0.0	\$0.0
Fees	\$0.0	\$0.0	\$0.0	\$0.0
State Appropriation	\$3.1	\$3.1	\$3.3	\$3.2
Auxiliary Sales	0.0	0.0	\$0.0	0.0
All Other Revenue	5.9	5.4	\$5.3	5.2
Total Revenues	\$9.0	\$8.5	\$8.6	\$8.4
Expenditures				
Compensation Summary:				
Salaries and Wages	\$3.5	\$3.9	\$3.9	\$3.9
Benefits	1.3	1.5	\$1.5	1.6
Subtotal, Compensation	\$4.8	\$5.5	\$5.4	\$5.5
Student Financial Aid	0.0	0.0	0.0	0.0
Interest Expense	0.0	0.0	0.0	0.0
Other Services and Supplies	2.9	3.0	3.1	2.8
Subtotal, Services and Supplies	\$2.9	\$3.0	3.1	\$2.8
Capital Expenditures	0.0	0.0	0.0	0.0
Debt Principal Payments	0.0	0.0	0.0	0.0
Total Expenditures	\$7.7	\$8.5	\$8.5	\$8.4
Revenues Less Expenditures	\$1.2	\$0.0	\$0.1	\$0.0
Transfers Out To/(In From) Plant and Other Funds	0.0	0.0	0.0	0.0
Revenues Less Expenditures and Transfers	\$1.2	\$0.0	\$0.1	\$0.0
Supplemental Resources				
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	0.0	0.0	0.0	0.0
Revenues and Supplemental Resources Less Expenditures & Transfers	\$1.2	\$0.0	\$0.1	\$0.0
Total Net Assets, Estimated End of Year Balance**	\$14.4	\$14.9	\$14.9	\$15.3
Total Cash, Estimated End of Year Balance**	\$15.4	\$15.9	\$15.9	\$16.4
Annualized FTE Enrollment				
Undergraduate	0.0	0.0	0.0	0.0
Graduate	0.0	0.0	0.0	0.0
Total Annualized FTE Enrollment	0.0	0.0	0.0	0.0
FTE of Budgeted Employees (including Shared Services), Net of Turnover				
Faculty	0.0	0.0	0.0	0.0
Nonfaculty	154.4	155.5	155.5	155.1
Total FTE of Employees (including Shared Services), Net of Turnover	154.4	155.5	155.5	155.1

*July Preliminary Total refers to the preliminary budget submission provided to the Board for the July quarterly meeting.

**Includes balances in plant funds

Key Systemwide Budget Planning Assumptions

System-wide planning assumptions include the following:

- *Appropriations* — With the budget impasse, universities have assumed level funding in 2025-26 and a 2 percent increase for future year projections. The appropriation formula has been updated for 2025-26 and these distributions reflect the latest information, which is carried forward to 2026-27, until such time the formula can be updated with new enrollment data. Upon budget enactment, changes to the appropriation, if necessary, will be made to the distribution in accordance with the July Board motion.
- *Tuition and Fee Rates* — 2025-26 projections include the impact of a 3.6 percent increase in tuition rates as well as approved increases in university-set fees. For planning purposes, universities assumed no increase in the rates for tuition, the approved technology tuition fee or any university-based fees for future years. Universities will budget revenue and associated financial aid from multiyear tuition pricing plans only after those plans have been approved by the Board of Governors; there are currently no approved plans.
- *Enrollment* — Universities were to provide realistic enrollment projections (not targets or aspirational goals) that are based on historical experience, projected demographic changes, net projected impact of new academic programs that have been approved, and efforts to strengthen student retention, etc.
- *Expenditures* — Projected expenditures reflect the cost to continue operations into the ensuing years for the anticipated enrollment. Personnel expenditures are projected based on the anticipated annualized FTE employees comprising the workforce for the year and the current and projected pay and benefit rates provided. A general two percent increase in salaries is assumed for any years beyond a current collective bargaining agreement, for planning purposes.

Glossary of key budget line items

Revenue/Sources

Tuition — 2025-26 and 2026-27 tuition revenue projections reflect the impact of changes in enrollment, including any projected changes in mix of residency (in-state vs out-of-state) and level of student (undergraduate vs. graduate). The experience varies widely by university.

Fees — Fee rates vary at each university, with certain rates increasing to align with growing costs and other rates maintained at current levels. Student fees include mandatory fees charged to all students, such as instructional support fees and health center fees, as well as optional fees charged to students for specific services or privileges, such as parking fees.

Also included in this revenue category is the Technology Tuition Fee. Beginning in 2025-26 rate-setting authority for this fee is delegated to the university Council of Trustees. All fee revenue reflects the combined impact of enrollment and any applicable rate changes, which can vary significantly.

State Appropriation — Estimates for 2025-26 and 2026-27 are based on an updated state appropriation allocation formula that is being used to distribute the amount appropriated to the State System. The assumption for 2025-26 is level funding from the prior year; 2026-27 projections assume a 2 percent increase in funding.

Auxiliary Sales — Revenue projections reflect the impact of housing and/or meal plan options selected by students. Fee rates vary within, and between universities, based on options offered. Revenues also include any revenues realized from privatized housing agreements with university-affiliated entities.

All Other Revenue — This category includes unrestricted gifts, contracts, and grants; investment income; revenues from corporate partnerships (e.g., Pepsi); parking and library fines; corrections from prior years; and other miscellaneous revenue sources. Activities generating these revenues vary widely by university.

Expenditures/Transfers

Compensation — Universities estimate budgeted FTE positions based upon anticipated filled positions; taking into consideration retirements, vacancies, enrollment changes, programmatic requirements, efficiency and productivity efforts, and regular annual turnover in employee complement. Universities review all vacant positions to determine if they must be refilled, eliminated, or repurposed to meet a more critical function. All years reflect the continued actions by universities to align their expenses to their revenue.

Salaries and Wages — Personnel expenditures are projected based on the anticipated annualized FTE employees comprising the workforce for the year, and the current pay requirements for each employee group. These rates include compensation adjustments for all employee groups, as required in existing collective bargaining agreements, and in accordance with previous actions by the Board of Governors. Assumptions of a 2 percent annual increase are used as a placeholder in years where collective bargaining agreements are not in place. This is not to be viewed as a bargaining position. In addition

to annual salaries or hourly wages of employees, this category also includes any supplemental pay employees are able to earn (e.g., overtime, overload, summer/winter pay) and any leave payouts due to employees upon separation/retirement.

Benefits — Expenditures primarily reflect costs associated with active employees and annuitants enrolled in the State System’s healthcare plan and the Commonwealth’s healthcare plans, as well as the Commonwealth’s two pension plans and the alternative retirement plan offered by the State System. Other expenditures included in this category are unemployment and workers’ compensation, life insurance, and educational benefits for employees and their families.

Student Financial Aid — Given the emphasis on affordability, retention, enrollment management, and the net price to the student, E&G expenditures for student financial aid have seen significant growth over the past several years and are reflected as a separate category in the budget summary.

Interest Expense — Includes all interest expense payments related to outstanding System bonds associated with university-funded E&G and/or Auxiliary facility projects, debt payments associated with master lease agreements between a university and its affiliated entities, and certain capital lease obligation elements.

Other Services and Supplies — Expenditures in this category support all day-to-day university operations, including utilities; professional services; teaching, office, and custodial supplies; travel; subscriptions and memberships; postage; and noncapital equipment. Costs in several commodity areas were contained through Systemwide strategically sourced procurements. In addition, universities routinely purchase products and services under Commonwealth and other governmental contracts to reduce costs.

Capital Expenditures — Included in this category are purchases of items such as equipment, furniture, and library materials, as well as land and building improvements that have a useful life that is depreciated over time. The System budgets these expenditures on a cash basis, rather than budgeting depreciation. University capital expenditures vary widely from year to year. Please note: Commonwealth capital funding provided for projects listed in the System’s Five-Year Capital Plan are not reflected in the System’s revenue or expenses.

Debt Principal Payments — Includes all university principal debt payments owed for outstanding System bonds associated with university-funded E&G and/or Auxiliary facility projects, debt payments associated with master lease agreements between a university and its affiliated entities, and certain capital lease obligation elements.

Transfers to/from Plant Fund — Although not a direct expenditure, transfers represent the institution’s continued annual planned investment in its physical resources from its E&G or Auxiliary operating budget to its Plant Fund, from which major capital projects are managed. This transfer reflects the university’s ongoing annual financial commitment to maintain its capital infrastructure (physical plant and major capitalized equipment), so that the university can execute necessary multiyear capital projects, addressing deferred maintenance and life-cycle renewal. University transfers to the plant fund vary widely from year to year.

Revenues Less Expenditures and Transfers — This item represents the annual financial plan’s surplus or deficit—the difference between anticipated revenue and planned expenditures and transfers. A positive number reflects a surplus, which typically would result

in a positive operating margin and increasing unrestricted net assets—both of which are Board-approved financial metrics. A negative number reflects a deficit, indicating that planned expenditures/transfers exceed anticipated revenue. It is important to note that a deficit may reflect the intended use of resources that had been saved over years for specific one-time strategic investments and are now being used for that intended purpose, such as funding start-up costs for new programs or major capital equipment purchases. Universities have identified the planned use of their reserved funds to support these one-time strategic investments within the Supplemental Resources section.

Revenues & Use of Supplemental Resources/Adjustments Less Expenditures & Transfers — This item incorporates the results of Revenues Less Expenditures and Transfers and reserve funds that have been directed towards a one-time expenditure.

Unrestricted Net Assets and Cash, Estimated End of Year Balance — The financial model incorporates a multiyear approach to financial sustainability. Sound financial practice results in positive operating margins, where revenues exceed expenditures and transfers, to create a financial position with net assets that may be used for reinvestment into the institution. Providing the available unrestricted net assets affords the reader an understanding of the university's ability to withstand year-to-year financial challenges, maintain its physical plant, and to invest in its future. When universities deplete unrestricted net assets, the availability of cash is critical for a university to maintain operations with its own resources.

Annualized FTE Enrollment — FTE enrollment should be based on freeze/census data for fall and spring semesters and end-of-term data for winter and summer sessions and calculated as follows: 30 undergraduate credit hours = 1 FTE and 24 graduate credit hours = 1 FTE. All credit hours attempted throughout all semesters/sessions throughout the year should be used in the annualized FTE calculations.

Annualized FTE Employees, Net of Turnover — Includes all active positions that are filled or vacant but authorized to be filled. FTE associated with vacant, but authorized, positions represent the proportion of the year for which the position is anticipated to be filled, based on the anticipated start date. With the exception of faculty, 1.0 FTE should reflect 37.5 or 40 hours of work (or normal workweek) for 52 weeks. Faculty FTE are based on the number of contract hours worked, where 24 contract hours in a fiscal year equals 1.0 FTE. Although faculty workload may exceed 1.0 (e.g., overload, summer assignments), faculty FTE for budgeting purposes should not exceed 1.0 FTE for any particular employee.

Net Tuition Revenue per FTE Student — Calculated as tuition and fee revenue for the academic year (fall and spring semesters) from undergraduate students, less university-funded undergraduate E&G financial aid (i.e., institutional aid), divided by the undergraduate annualized FTE enrollment, excluding clock hour. The difference between this net amount and the gross amount charged to undergraduate students represents the average discount undergraduate students receive.

**Board of Governors
University Success Committee
October 16, 2025**

SUBJECT: 2025-26 capital spending plan and capital budget authorization request

UNIVERSITIES AFFECTED: All

BACKGROUND: For a Commonwealth-funded capital project to start design and construction, funding must be allocated in the Capital Spending Plan, and the project must have authorization from the General Assembly in a capital bill. The spending plan is a rolling five-year plan wherein the Board of Governors approves the execution of projects in the first year of the plan and tentatively approves the remaining four years, subject to annual reviews and updates. Projects not currently authorized by the General Assembly must be submitted for approval in the next capital bill. The General Assembly's authorization in a capital bill does not guarantee project funding.

Capital Spending Plan — Annually in May, the universities provide input for the Capital Spending Plan in accordance with Board of Governors' Policy 2000-02-A: *Capital Facilities Planning, Programming, and Funding*, and the procedures in Volume IV of the State System's *Facilities Manual*. Projects submitted are evaluated, prioritized, and compiled into the spending plan considering the following elements:

- Prior year position in the spending plan.
- University priority.
- Academic benefit.
- Space, ADA, safety, and code compliance deficiencies.
- Impact on the deferred maintenance backlog.
- New revenue or matching funds potential.
- Cost savings potential.

Capital Authorization Bill — Most projects in this spending plan were previously authorized by the General Assembly in capital itemization acts. Projects that may need authorization, upon Board approval, will be submitted in the next itemization act.

The System is currently waiting for final passage of the Capital Budget Project Itemization Act of 2025-26 and the Capital Budget Act of 2025-26 and is therefore utilizing historical capital allocation levels for this Board action. The Board will be notified if the final capital allocation differs from this assumption and if subsequent Board action is warranted.

(Continued on next page)

The Board of Governors previously approved two projects for Pennsylvania Western University and Commonwealth University. Based on updated campus priorities, we recommend replacing these projects with deferred maintenance and demolition initiatives to address more pressing needs. Both universities continue to pursue space optimization and master planning efforts. This project change is submitted in accordance with Department of General Services requirements and does not affect the 2025-26 Capital Spending Plan.

MOTION: That the Board approves the fiscal year 2025-26 Capital Spending Plan and revisions as presented.

Supporting Documents Included: Capital Spending Plan

Other Supporting Documents Available: University-submitted project justifications

Prepared by: Sharon Minnich (sminnich@passhe.edu)

**DRAFT—Subject to Board of
Governors Approval
Pennsylvania’s State System of Higher Education Capital
Spending Plan — Financial Summary**

Financial Summary in Current Year Dollars (\$000)							
University	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	Five-Year Total	Total Capital Funding FY1996-97 - FY2024-25
Cheyney	11,500			13,800	9,200	34,500	219,243
Commonwealth University	6,650			1,300	9,000	16,950	349,102
East Stroudsburg	10,000	7,000	9,000		10,000	36,000	123,234
Indiana	3,350	20,000	2,000			25,350	223,292
Kutztown	13,500			15,000	14,000	42,500	115,093
Millersville	11,000	24,000	11,500			46,500	116,629
Penn West			9,300	21,000	17,000	47,300	411,835
Shippensburg			10,000	16,500		26,500	138,049
Slippery Rock	10,500	19,000	21,400			50,900	118,941
West Chester	3,500				10,000	13,500	170,744
**Multiple			5,000			5,000	
Five-Year Total	70,000	70,000	68,200	67,600	69,200	345,000	\$1,986,162

DRAFT 5-Year Plan
Subject to Board of Governors Approval

Revision	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
Retract Approval	Commonwealth	Stevenson Library (FY23)	Libraries	—	52/17	30,000	—	20,485
	Penn West	Wiley Hall - Edinboro (FY22)	Bus. Education	—	52/17	12,000	—	10,300
Replace Project with:	Commonwealth	Deferred Maint - Bloomsburg	Gen Education	—	27/22	25,000	—	12,500
		Deferred Maint - Lock Haven	Gen Education	—	27/22	20,000	—	4,950
		Deferred Maint - Mansfield	Gen Education	—	27/22	20,000	—	3,035
	Penn West	Demolition - CL, ED	Gen Education	—	52/17, 36/20	20,000	—	10,300
Execution Year	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
2025-26	Cheyney	King Hall Renovation - Residence Hall	Auxiliary	—	36/20, 27/22	21,000	—	10,000
		Ada George's Dining Hall Renovation	Auxiliary	OF&E	SB 292	2,000	—	1,500
	Commonwealth	Demolition - Bloomsburg	General Education	—	52/17	7,000	—	1,500
		Raub Hall LH - Add Funds	General Education		36/20, 36/20	20,000	—	5,150
	East Stroudsburg	Central Heating - Steam Upgrades	Infrastructure	—	27/22	20,000	—	10,000
	Indiana	Academic Building Replacement (Culinary Bldg)	General Education	OF&E	36/20	5,000	—	2,000
		Demolition - Add Funds	General Education	—	52/17	10,000	—	1,350
	Kutztown	Keystone Hall - ADD Construction	Athletics		36/20	15,000	—	12,000
		Keystone Hall/Fieldhouse Upgrade	Athletics	OF&E	36/20	1,500	—	1,500
	Millersville	Replace Science Center (Construction)(Partially Funded)	Science and Technology	—	36/20	60,000	—	10,000
		Brooks Hall Renovation	Business Education	OF&E	SB 292	1,000		1,000
	Slippery Rock	Morrow Field House Renovation (Design)	Athletics	—	131/02, 41/08, 52/17	41,800	—	9,500
		Elec Infrastructure	Infrastructure		52/17, 36/20	25,000		1,000
	West Chester	Main House - Elec	Infrastructure		27/22	32,000		3,500
							Total	\$70,000
Execution Year	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
2026-27	East Stroudsburg	Central Heating - Steam Upgrades	Infrastructure	—	27/22	20,000	—	7,000
	Indiana	Academic Building Deferred Maintenance and Capital Renewal - College of Medicine (Construction)	Science and Technology	—	36/20	50,000	—	20,000
	Millersville	Replace Science Center	Science and Technology	OF&E	36/20	6,000	—	6,000
		Replace Science Center (Construction)(Balance of funding)	Science and Technology	—	36/20	60,000	—	18,000
	Slippery Rock	Morrow Field House Renovation (Partially Funded)	Athletics	—	131/02, 41/08, 52/17	41,800	—	19,000
							Total	\$70,000

Execution Year	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
2027-28	East Stroudsburg	Flagler Metzgar	General Education	—	36/20	20,000	—	9,000
	Indiana	Academic Building Deferred Maintenance and Capital Renewal - College of Medicine	Science and Technology	OF&E	36/20	5,000	—	2,000
	Millersville	Osburn - MEP and Roof	Infrastructure	—	36/20	14,000	—	10,000
		Demolition	General Education	—	52/17	8,000	—	1,500
	Penn West	Road and Sidewalk Infrastructure Repair or Replacement (Deferred Maintenance) (Edinboro)	Infrastructure	—	27/22	20,000	—	2,500
		McComb Fieldhouse Renovation (Edinboro)(Design)	Athletics	—	36/20	45,000	—	6,800
	Shippensburg	Res Hall HVAC	Auxiliary	—	36/20	131,000	—	10,000
	Slippery Rock	Morrow Field House Renovation	Athletics	OF&E	40/04	1,400	—	1,400
		Morrow Field House Renovation (Construction Balance)	Athletics	—	131/02, 41/08, 52/17	41,800	—	20,000
	Multiple	Renovation, Replacement or Upgrade of Campus Infrastructure	Infrastructure	—	36/20		—	5,000
							Total	\$68,200
Execution Year	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
2028-29	Cheyney	Roof Replacement - Multi	Academic	—	27/22	20,000		7,000
		Demolition of underutilized and obsolete buildings	General	—	52/17	3,000		6,800
	Commonwealth - Lock Haven	Demolition of North Hall	Auxiliary	—	52/17			1,300
	Penn West Edinboro	McComb Fieldhouse Renovation (Edinboro)(Construction Partial)	Athletics	—	36/20	45,000		21,000
	Kutztown	Lytle Hall	General Education	—	36/20	15,000		15,000
	Shippensburg	Res Hall HVAC	Auxiliary	—	36/20	131,000		10,000
		Access Control - Multiple Bldgs	Infrastructure	—	36/20			6,500
							Total	\$67,600
Execution Year	University	Project Description	Facilities Use	Original Furniture and Equipment	Authorization Act	Total Authorization (\$000)	University Funds (\$000)	Commonwealth Capital Funding (Current Year \$000)
2029-30	Cheyney	Building Envelopes	Infrastructure	—				9,200
	Commonwealth	Andruss or Stevenson Library	Libraries	—				9,000
	East Stroudsburg	Central Heating - Steam Upgr	Infrastructure	—	27/22	20,000		10,000
	Kutztown	Lytle Hall		—	27/22	20,000		14,000
	Penn West	McComb FH	Athletics	—	36/20	45,000		17,000
	West Chester	Pump House	Infrastructure	—				10,000
							Total	\$69,200

Board of Governors
University Success Committee
October 16, 2025

SUBJECT: 2026-27 educational and general appropriation request

UNIVERSITIES AFFECTED: All

BACKGROUND: As part of the preparation of the Governor's Budget, each year the State System prepares an appropriation request submitted to the Pennsylvania Department of Education for incorporation into the Governor's Proposed Budget. Additionally, in accordance with Act 188, the Board may also submit its budget recommendations and findings to the General Assembly subsequent to the submission of the Governor's budget to the General Assembly. These are transmitted as part of the System's overall accountability and transparency framework and publicly available upon transmission.

The Educational and General (E&G) budget comprises all activities associated with instruction, student support services, athletics, E&G facilities operations, and associated administrative support. Generally, the appropriation comprises approximately 37% of the revenue supporting these functions. The remaining revenue funding Educational and General activities comes primarily from student tuition and fees.

In developing the appropriation request, the State System balances the overall financial sustainability of its universities, the need to continue to operate in alignment with Board of Governors sustainability objectives, and the need to maintain student affordability given the revenue sources for these functions.

The appropriation request represents the objective of investing in our students and universities, focusing on student affordability while acknowledging the increasing costs due to current and projected inflation, and fostering long-term sustainability.

MOTION: That the Board approves a fiscal year 2026-27 E&G appropriation request of (TBD during meeting).

Supporting Documents Included: N/A

Other Supporting Documents Available: University Budgets for FY 2026-27

Prepared by: Ginger Coleman (gcoleman@passhe.edu)

BOARD CONSIDERATION



Pennsylvania's
STATE SYSTEM
of Higher Education

Board of Governors

October 16, 2025

SUBJECT: Ratify Collective Bargaining Agreement (POA) (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: The State System has concluded successor negotiations with the PASSHE Officers Association (POA) which represents the police and security officers. Implementation of the collective bargaining agreement is dependent upon the Board of Governors approval.

MOTION: That the Board ratifies the collective bargaining agreement with the PASSHE Officers Association and authorizes the Chancellor and the Chairwoman of the Board to execute the appropriate documents.

Supporting Documents Included: (1) POA Tentative Agreement Summary.**Other Supporting Documents Available:** N/A**Prepared by:** Karen M. Romano (kromano@passhe.edu)

THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION
(State System)

&

PASSHE Officers Association (POA)

TENTATIVE AGREEMENT

Article 6 (Rest Periods)

Remove Section 2

Article 7 (Meal Periods)

Remove Section 2

Salaries and Wages (Article 18)

Section 1.

General Pay Increases

a. Effective the first full pay period in September 2025, Patrol Officers and Police Specialists covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 5.25%. In accordance with the September 2025 Pay Schedule in Appendix A, entitled Patrol Officers and Police Specialists.

b. Effective the first full pay period in September 2026, Patrol Officers and Police Specialists covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 4.0%. In accordance with the September 2026 Pay Schedule in Appendix C, entitled Patrol Officers and Police Specialists.

c. Effective the first full pay period in September 2027, Patrol Officers and Police Specialists covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 4.0%. In accordance with the September 2027 Pay Schedule in Appendix E, entitled Patrol Officers and Police Specialists.

Section 2.

Employees hired above the minimum after September 1, 2025, will not have their years of service frozen until their actual years of service matches their years of service on the pay scale.

Section 3.

Part-time employees

Part-time employees shall be paid at pay step 1 for the term of the collective bargaining agreement, except that current part-time employees who are being compensated at a rate

Michelle G. Keith 8-7-2025
Union Signature Date

Daniel Moore 8/7/2025
Management Signature Date
Board of Governors | October 2025 | Page 52

above the new pay step 1 will not have their salary reduced when being moved to the new pay scale in September 2025. They will be moved to the step on the pay scale which is closest to but no less than their current salary and will remain at this pay step for the term of the collective bargaining agreement or until Step 1 is above their current rate.

Section 4

Regional Pay

Beginning the first full pay period in September 2025 and continuing for the term of the current collective bargaining agreement, Patrol Officers and Police Specialists employed at Cheyney University, East Stroudsburg University, Kutztown University, Millersville University, and West Chester University shall receive an additional \$4.00 per hour added to their base hourly compensation.

Section 5

Longevity Payments

Starting August 1, 2025 through August 31, 2028

Employees shall receive a step increment or longevity payment, as applicable, effective the first full pay period after their anniversary date

Patrol Officer or Police Specialist will receive an additional \$200 for each year of service beyond 7 years through 20 years. Longevity is paid in a lump sum the first full pay after the Officer's anniversary date.

- Year 8- \$200
- Year 9- \$400
- Year 10- \$600
- Year 11- \$800
- Year 12- \$1000
- Year 13- \$1200
- Year 14- \$1400
- Year 15- \$1600
- Year 16- \$1800
- Year 17- \$2000
- Year 18- \$2200
- Year 19- \$2400
- Year 20- \$2600
- All years after 20 years of service will remain \$2600

Security Officer 1

Section 1. GPIs

- a. Effective September 1, 2025, Security Officer 1s covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 5.25%. In accordance with the September 2025 Pay Schedule in Appendix B, entitled Security Officer 1.
- b. Effective September 1, 2026, Security Officer 1s covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 4.0%. In accordance with the September 2026 Pay Schedule in Appendix D, entitled Security Officer 1.
- c. Effective September 1, 2027, Security Officer 1s covered by this Agreement who are in an active pay status shall receive a General Pay Increase of 4.0%. In accordance with the September 2027 Pay Schedule in Appendix F, entitled Security Officer 1.

Section 2.

Part-time employees

Part-time employees shall be paid at pay step 1 for the term of the collective bargaining agreement, except that current part-time employees who are being compensated at a rate above the new pay step 1 will not have their salary reduced. They will be moved to the step on the pay scale which is closest to but no less than their current salary and will remain at this pay step for the term of the collective bargaining agreement or until Step 1 is above their current rate.

Section 3.

Longevity Payments

Starting August 1, 2025 through August 31, 2028

Employees shall receive a step increment or longevity payment, as applicable, effective the first full pay period after their anniversary date

Security Officer 1s will receive an additional \$125 for each year of service beyond 8 years through 20 years. Longevity is paid in a lump sum the first full pay after the Officer's anniversary date.

- Year 9- \$125
- Year 10- \$250
- Year 11- \$375
- Year 12- \$500
- Year 13- \$625
- Year 14- \$750
- Year 15- \$875
- Year 16- \$1000
- Year 17- \$1125
- Year 18- \$1250
- Year 19- \$1375
- Year 20- \$1500

- All years after 20 years of service will remain \$1500

Article 19 (Overtime)

At the employee's option, compensatory time at the appropriate rate shall be granted in lieu of premium overtime pay, subject to the maximums provided by law. The compensatory time shall be used within 26 pay periods following the earning of said time. The compensatory time off shall be scheduled for periods of time requested by the employee subject to management's responsibility to maintain efficient operations. Unused compensatory time earned that is not used during the 26 pay period time frame shall be processed for payment during the next full pay period and paid at the next pay date at the rate in effect at the time of payment. By mutual written agreement between the University and the employee, payment for earned by unused compensatory time may be provided to the employee prior to the end of the compensatory time year and will be paid at the rate in effect at the time of payment

Article 20 (Differential Pay)

Section 3. An employee who is assigned to work as an Officer in Charge (OIC) shall be paid a differential payment of \$1.50 per hour for all hours assigned that duty. The employer shall determine when the need for an OIC exists and who is assigned as the OIC.

Article 23 (Life Insurance)

Section 1. The Employer shall continue to assume the entire cost of the insurance coverage for eligible employees as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the employee's annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000, but not to exceed \$40,000. The amount will be reduced to fifty percent (50%) on the date the insured individual reaches age seventy (70). This is reflective in Act 42 of 2007, Act of July 17, 2007, P.L. 141, No. 42, § 1.1, 72 P.S. §§ 1501-A-1508-A. The Employer will follow any changes in the statute, and will notify the union of said changes prior to implementation.

Article 28 (Seniority)

Section 10. Employees, upon majority vote of the involved employees (those employees who provide twenty-four (24) hour coverage for security and patrol continuity), shall have the opportunity to re-bid their current shift assignments on an annual basis.

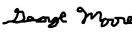
Article 45 (Termination)

Three-year agreement expiring on August 31, 2028.

Appendix K

Section 7. If a holiday falls on a scheduled workday and the employee does not work, holiday compensation will be at the straight time rate for the first eight (8) hours. The remaining work hours in the scheduled workday must be reconciled by the use of holiday, compensatory, annual, or personal paid leave quota the employee has. If paid leave is exhausted, leave without pay time will be charged

 8-7-2025
Union Signature Date

 8/7/2025
Management Signature Date
Board of Governors | October 2025 | Page 56