

**Board of Governors
of the
Pennsylvania State System of Higher Education**

Meeting Minutes

136th Meeting
Thursday, October 11, 2007
Boardroom, First Floor
Administration Building
2986 North Second Street
Harrisburg, PA 17110-1201

8:30 a.m.

ATTENDING:

Board of Governors:

Representative Matthew E. Baker
Mr. John M. Brinjac (designee for Governor Edward G. Rendell)
Ms. Marie Conley Lammando
Ms. Donna Cooper (designee for Secretary Gerald L. Zahorchak)
Mr. Paul S. Dlugolecki
Mr. Daniel P. Elby
Mr. Ryan Gebely
Representative Michael K. Hanna
Senator Vincent J. Hughes
Mr. Kenneth M. Jarin (*Chair*)
Mr. Kim E. Lyttle
Mr. Joshua A. O'Brien
Mr. Joseph M. Peltzer
Mr. C.R. "Chuck" Pennoni
Mr. Guido M. Pichini
Mr. Aaron A. Walton

Ms. Christine J. Toretta Olson was absent.

Senator James J. Rhoades was represented by Ms. Debra Gentzler.

Office of the Chancellor:

Dr. Judy G. Hample (*Chancellor*)
Jeffrey Cooper, Esquire
Mr. James S. Dillon
Dr. Peter H. Garland
Mr. Thomas M. Krapsho
Dr. Khalil Yazdi

Also in attendance for participation or in support of Committee and Board activities from the Office of the Chancellor were: Warren Anderson, Ira Blake, Charmaine Clowney, Steve Dupes, Jamie Ferris, Audrey Guistwhite, Kathleen Howley, Lois Johnson, Alan Margraf, Kenn Marshall, Jeff McCloud, Jim Moran, Don Passmore, Lisa Sanno, Rita Frealing-Schultz, and Bonnie Westhafer.

University Presidents in attendance: Madeleine Wing Adler, Angelo Armenti, Jr., Tony Atwater, F. Javier Cevallos, Robert J. Dillman, Joseph P. Grunenwald, Michelle Howard-Vital, Jessica S. Kozloff, Keith T. Miller, Francine G. McNairy, Frank G. Pogue, Jr., Michael Renner for Maravene S. Loeschke, William N. Ruud, and Robert M. Smith.

Chairman Jarin called the meeting to order. He noted that a Board member was participating by telephone and a roll call vote would be taken for all action items. Attendance taken at the direction of the Chairman established that a quorum of the Board was present.

The Pledge of Allegiance was recited by those in attendance.

APPROVAL OF THE MINUTES OF THE JULY 19, 2007 MEETING

Chairman Jarin noted that the minutes of the July 19, 2007 meeting were distributed prior to the meeting. The Chairman moved **THAT THE MINUTES OF THE JULY 19, 2007 MEETING BE APPROVED**. The motion passed unanimously.

REMARKS OF THE CHAIR

Chairman Jarin welcomed fellow Board members, Chancellor Hample, University Presidents, staff and guests. He extended a special welcome to Dr. Michelle Howard-Vital who began her duties as President of Cheyney University on July 30 and is attending her first regular Board meeting. He stated that her talent and energy will serve the University well. The Chairman noted that as we welcome a new president we must also recognize President Jessica Kozloff who has served as Bloomsburg University's president since July 1994. Dr. Kozloff will retire in December.

Chairman Jarin noted that earlier today several hours were spent with University leaders and experts discussing the issues of campus safety and security. Incidents on and near college and university campuses are unfortunate reminders that we must redouble our efforts to make our campuses safer and more secure, that we carefully design processes and services for troubled students and others in the campus community and plan in detail for a variety of hazardous possibilities. To maintain openness, community engagement, and intellectual creativity is no small feat. Chairman Jarin has confidence that PASSHE Universities will succeed. He thanked the committee working on this issue for their leadership in organizing the Summit.

Chairman Jarin noted that the final step in ratifying the collective bargaining agreement between PASSHE and our faculty and non-faculty coaches would occur today. He recognized the hard work of the bargaining teams that brought us a contract that we can all be proud

of: a contract that will continue to ensure that faculty are well-paid for the good work they do and University administrators have the flexibility they need to serve students and the Commonwealth.

Chairman Jarin spoke about the presentations that were given during the Academic and Student Affairs Committee meeting. Two students from East Stroudsburg University provided information on their successful entrepreneurial efforts in developing student-owned, high-tech companies as a result of the Business Accelerator Program offered by the university. Representatives from Lock Haven University provided a video and spoke about the International Service-Learning Program. Graduate and undergraduate students visit mountainous international communities. Using language training and cultural orientation sessions, they apply academic learning to real-world problems.

Chairman Jarin reported that the Board met in Executive Session on Wednesday, October 10, 2007. Three additional agenda items will be added to the Committee agenda as a result of the meeting.

Chairman Jarin called on Chancellor Judy Hample for her report.

REPORT OF THE CHANCELLOR

Chancellor Hample welcomed those in attendance and provided a special welcome to President Michelle Howard-Vital.

The Chancellor extended a special thank you to Dr. Jessica Kozloff for her leadership and service to Bloomsburg University and PASSHE. She noted that President Kozloff always focused on the best interest of students. Best wishes were extended to Dr. Kozloff.

The Chancellor acknowledged the presentations from East Stroudsburg University and Lock Haven University, the success of the programs and the work of the faculty and the achievements of the students.

Chancellor Hample spoke about the untimely death of Dr. Lou Bohl-Fabian, the Director of Institutional Research for PASSHE. Dr. Bohl-Fabian was a well-respected member of the Office of the Chancellor and a critical player in the implementation of the System Accountability Program and Performance Funding Program. A memorial scholarship will be established in his name and will be administered by the Pennsylvania State System of Higher Education Foundation. Contributions to the scholarship will be used to help provide undergraduate students with a quality educational experience.

Chancellor Hample also noted that:

- PASSHE Universities report record enrollment of 110,400+ students this year.
- Students at PASSHE Universities are receiving a high quality education at an affordable tuition cost.
- Diverse student enrollment is at 11.4%.

- Dr. William Ruud was installed as President of Shippensburg University on October 25, 2007.
- Dr. Jeremy Brown was installed as president of Edinboro University on November 30, 2007.
- APSCUF and PASSHE negotiating teams were recognized for their efforts during labor negotiations and for securing new Coaches and Faculty Agreements.

Chancellor Hample's written report to the Board includes highlights on University accomplishments and activities, fundraising, grants and awards, student and faculty recognition and university and community partnerships (Attachment #1).

PUBLIC COMMENTS

Dr. Patricia Heilman, president of APSCUF, addressed the Board. Dr. Heilman recognized members of the negotiating teams and staff for their dedication to their colleagues, the union and to the universities.

Dr. Heilman spoke about performance indicators, state support for public higher education and the retention and recruitment of PASSHE faculty.

Dr. Heilman distributed "Football Game of the Week" schedules. A video was provided showing excerpts from football games televised through SportsFever Television Network. APSCUF will sponsor PASSHE football games on local cable stations to showcase campuses to prospective students, and to capture the athletic talent and school spirit in Pennsylvania's NCAA Division II football.

COMMITTEE REPORTS WITH RELATED ACTIONS

A. Academic and Student Affairs Committee

Mr. Walton presented the report on behalf of the Academic and Student Affairs Committee. The Committee reviewed three informational items: PASSHE University Enrollments for Fall 2007; a presentation on East Stroudsburg University's Entrepreneurial Business Accelerator Program; and, a presentation on Lock Haven University's Institute for International Studies project with the MountainServe Center for Rural Community Service and Learning. The Committee has three new academic programs to recommend to the Board for approval.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE MASTER OF SCIENCE IN CLINICAL ATHLETIC TRAINING DEGREE PROGRAM AT BLOOMSBURG UNIVERSITY OF PENNSYLVANIA**. Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE MASTER OF SCIENCE IN ATHLETIC TRAINING DEGREE PROGRAM AT EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA**. Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE BACHELOR OF ARTS IN ASIAN STUDIES DEGREE PROGRAM AT INDIANA UNIVERSITY OF PENNSYLVANIA**. Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

B. Advancement Committee

Mr. Lyttle presented the report on behalf of the Advancement Committee. The Committee received information on recent legislative activity and related issues, and an update on the status of The Pennsylvania State System of Higher Education Foundation. There were no action items to report.

C. Information Technology

Mr. Dlugolecki presented the report on behalf of the Information Technology Committee. The Committee received an update on SyTEC project activities, and along with the Finance, Administration, and Facilities Committee reviewed modifications to Board of Governors' Policy 1999-02-A: *Tuition*. The Committee has one item to recommend to the Board for approval.

Mr. Dlugolecki moved **THAT THE BOARD OF GOVERNORS APPROVE AMENDMENTS TO BOARD OF GOVERNORS' POLICY 1999-02-A: TUITION, AS REFLECTED IN ATTACHMENT 1** (Attachment #2). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

D. Finance, Administration, and Facilities Committee

Mr. Pennoni presented the report on behalf of the Finance, Administration, and Facilities Committee. The Committee reviewed three information items and has five items to recommend to the Board for approval.

Mr. Pennoni moved **THAT THE BOARD OF GOVERNORS APPROVE THE ATTACHED EDUCATIONAL AND GENERAL OPERATING BUDGETS FOR PASSHE ENTITIES FOR FISCAL YEAR 2007/08** (Attachment #3). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Pennoni moved **THAT THE BOARD OF GOVERNORS APPROVE THE FOLLOWING 2008/09 APPROPRIATIONS REQUEST:**

Educational and General.....	\$508,188,000
Program Initiatives.....	\$21,664,000
Performance Funding	\$10,164,000
Shared Administrative System	\$5,000,000
Economic Development	\$5,000,000
Educator Excellence	\$1,500,000
Diversity and Equal Opportunity.....	\$2,176,000
McKeever Environmental Learning Center	\$580,000

Pennsylvania Center for Environmental Education..... \$380,000

And, that the Board of Governors approve continuation of a Performance Funding pool for 2007/08 equal to 8% of the E&G appropriation. If the performance funding component of the Program Initiatives line item request is not funded fully, then the balance will be funded through the E&G appropriation (Attachment #4). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Pennoni asked the Board to consider the following motions as a group.

He moved **THAT THE BOARD OF GOVERNORS:**

APPROVE THE FISCAL YEAR 2007/08 CAPITAL SPENDING PLAN AND SUBMISSION OF THE LISTS OF PROJECTS FOR LEGISLATIVE AUTHORIZATION (Attachment #5);

APPROVE CLARION UNIVERSITY OF PENNSYLVANIA'S ACQUISITION OF APPROXIMATELY ONE-QUARTER ACRE OF PROPERTY FROM THE PENNSYLVANIA AMERICAN WATER COMPANY; and

APPROVE INDIANA UNIVERSITY'S REQUEST TO BOND FINANCE A GESA PROJECT NOT TO EXCEED \$10.4 MILLION.

Chairman Jarin requested that a roll call vote be taken. The motions passed unanimously.

E. Human Resources Committee

Ms. Conley Lammando presented the report on behalf of the Human Resources Committee. The Committee has nine action items to recommend to the Board for approval.

Ms. Conley Lammando asked the Board to consider the following motions as a group.

She moved **THAT THE BOARD OF GOVERNORS:**

RATIFY THE SALARY REOPENER AGREEMENT BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION AND OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION OPEIU HEALTHCARE PENNSYLVANIA, LOCAL 112 (Attachment #6).

RATIFY THE AGREEMENT AS NEGOTIATED AND MEMORANDUM OF UNDERSTANDING AS DISCUSSED BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION (PASSHE), THE COMMONWEALTH OF PENNSYLVANIA, AND THE PENNSYLVANIA SOCIAL SERVICES UNION (PSSU) (Attachment #7).

RATIFY THE COLLECTIVE BARGAINING AGREEMENT NEGOTIATED AND THE MEMORANDUM OF UNDERSTANDING DISCUSSED BETWEEN THE PENNSYLVANIA

STATE SYSTEM OF HIGHER EDUCATION AND THE SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICAN (SPFPA) (Attachment #8).

Chairman Jarin requested that a roll call vote be taken. The motions passed unanimously.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS RATIFIES THE FACULTY COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION AND THE ASSOCIATION OF PENNSYLVANIA STATE COLLEGE AND UNIVERSITY FACULTIES (APSCUF) (Attachment #9).** Chairman Jarin requested that a roll call vote be taken. The motion passed with a 14 to 2 vote. Representatives Baker and Hanna opposed extending health benefits and tuition waivers to same-sex domestic partners.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS RATIFIES THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION AND THE ASSOCIATION OF PENNSYLVANIA STATE COLLEGE AND UNIVERSITY FACULTIES (APSCUF) FOR THE NON-FACULTY ATHLETIC COACHES (Attachment #10).** Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS APPROVE THE HEALTH CARE, SUPPLEMENTAL HEALTH CARE, TUITION WAIVER AND LEAVE BENEFIT CHANGES FOR THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION MANAGEMENT EMPLOYEES AS CONTAINED IN THE ATTACHED SUMMARY (Attachment #11).** Chairman Jarin requested that a roll call vote be taken. The motion passed with a 14 to 2 vote. Representatives Baker and Hanna opposed extending health benefits and tuition waivers to same-sex domestic partners.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS:**

1. Establish a performance-based merit salary pool for State System managers 140 through 260 consisting of (a) \$1250 per manager with a satisfactory or above rating, and (b) 2.5% of management salaries with salary adjustments to be effective July 1, 2007;
2. Accomplish salary adjustments consistent with the provisions of the new pay schedule and guidelines to be issued by the Office of the Chancellor giving the Chancellor and University Presidents the authority to set individual management salaries for managers in pay grades 140 through 260;
3. Authorize the Chancellor in consultation with the Human Resources Committee of the Board of Governors to set the salaries of presidents in pay grade 260;
4. Authorize the Chairman to set the salary of the Chancellor in pay grade 270; and

5. **Require University Presidents to report to the Chancellor on the overall distribution of merit increases for managers using the criteria provided (Attachment #12).**

Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Ms. Conley Lammando moved **THAT THE BOARD APPOINTS PROVOST KENNETH W. BORLAND, JR. AS INTERIM PRESIDENT OF EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA FROM JANUARY 14, 2008 TO MAY 9, 2008 OR SOONER, UPON DR. DILLMAN'S RETURN.** Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS, HAVING EVALUATED THE UNIVERSITY PRESIDENTS AND HAVING ACCEPTED A POSITIVE RECOMMENDATION FROM THE RESPECTIVE UNIVERSITY COUNCILS OF TRUSTEES IN ACCORDANCE WITH BOARD POLICY, EXTENDS THE CONTRACTS THROUGH JUNE 30, 2010, FOR ANGELO ARMENTI JR., JOSEPH P. GRUNENWALD, ROBERT J. DILLMAN, TONY ATWATER, F. JAVIER CEVALLOS, KEITH T. MILLER, MARAVENE S. LOESCHKE, FRANCINE G. MCNAIRY, AND ROBERT M. SMITH.** Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

F. Executive Committee

Chairman Jarin reported that the Executive Committee received an update on the System Accountability Program.

BOARD ACTION

Chairman Jarin presented two items for Board approval.

Chairman Jarin moved **THAT THE BOARD OF GOVERNORS AUTHORIZE THE EXECUTIVE COMMITTEE TO APPROVE THE APPOINTMENT OF THE PRESIDENT OF BLOOMSBURG UNIVERSITY OF PENNSYLVANIA FROM THOSE CANDIDATES RECOMMENDED TO THE CHANCELLOR AND TO THE BOARD BY THE UNIVERSITY COUNCILS OF TRUSTEES AT THE CONCLUSION OF THE INTERVIEW PROCESS AND FURTHER, THAT THE CHAIRMAN OF THE BOARD AND THE CHANCELLOR BE AUTHORIZED TO NEGOTIATE EMPLOYMENT CONTRACTS FOR THE PRESIDENTS IN ACCORDANCE WITH BOARD POLICY.** The motion passed unanimously.

Ms. Conley Lammando read a resolution honoring the contributions of Dr. Jessica S. Kozloff (Attachment #13). Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** The motion passed unanimously.

OTHER BUSINESS

Mr. Walton reported that the Board of Governors has begun the search process to select the next Chancellor for the Pennsylvania State System of Higher Education. Mr. Walton, chair of the search committee, reported that Witt/Kieffer of Oak Brook, Illinois, a national consulting firm with offices in Philadelphia and Pittsburgh, had been hired to assist with the search. The firm will be paid 30 percent of the successful candidate's first-year salary.

Mr. Walton stated that the search committee, working with Witt/Kieffer, had developed a detailed position profile. The committee expects to begin interviews in February and announce the appointment of a new Chancellor prior to Chancellor Hample's departure.

The search committee will provide additional updates throughout the process.

ANNOUNCEMENT

Chairman Jarin announced that the Board will meet on November 13, 2007 to select the next President of Bloomsburg University.

The next quarterly Board of Governors' meeting is scheduled for January 9-10, 2008.

ADJOURNMENT

There being no further items of business to come before the Board, the Chairman adjourned the meeting at 10:30 a.m.

ATTEST:

Peter H. Garland
Secretary to the Board

**Highlights from the
Pennsylvania State System of Higher Education (PASSHE)
October 11, 2007**

***University Accomplishments
and Other Noteworthy Activities***

Bloomsburg University of Pennsylvania's computer science program has earned initial accreditation from the Accreditation Board for Engineering and Technology's Computing Accreditation Commission through September 2009. The program is Bloomsburg's second to be recognized by ABET. In 2006, the Bachelor of Science program in health physics became only the third program in the nation to be accredited by ABET's Applied Science Accreditation Commission.

Cheyney University of Pennsylvania's restaurant and tourism management program has earned initial accreditation from the Accreditation Commission for Programs in Hospitality Administration.

Clarion University of Pennsylvania's associate of science degree in paralegal studies, offered at the Venango Campus, has gained reapproval from the American Bar Association (ABA). This approval, good for seven years beginning in August 2007, marks the third time the program was granted approval.

California, Indiana, Kutztown, Shippensburg, Slippery Rock and West Chester Universities of Pennsylvania all were listed among the 222 Best Northeastern Colleges in the most recent edition of *The Princeton Review*. **IUP** also was included among the 2008 Best 366 Colleges in the U.S. by the organization, which conducts student surveys to determine its listings. The surveys ask students to rate their schools in several categories including accessibility of their professors to quality of the campus food, and to answer questions about themselves, their fellow students and their campus life.

Four PASSHE Universities were ranked among the best master's universities in the North by U.S. News & World Report. **Millersville University of Pennsylvania** ranked 45th overall and 9th among public universities. Also making the list of top schools in the region were **Shippensburg, West Chester** and **Bloomsburg Universities**.

Edinboro University of Pennsylvania nursing students scored a 92 percent pass rate on the national nursing licensure exam this year. The state average pass rate was 84.7 percent, and the national average, 87.6 percent. The students were the first to complete the program utilizing a newly designed curriculum.

Fundraising, Grants and Other Awards

Millersville University of Pennsylvania will serve as the lead educational institution in a project designed to enhance professional development of social studies teachers across Pennsylvania. The project is being funded by a \$1.5 million Teaching American History grant from the U.S. Department of Education. Other project participants are the Central Susquehanna Intermediate Unit, Pennsylvania Historical and Museum Commission and WITF, Inc.

Bloomsburg and Edinboro Universities of Pennsylvania each has received a \$600,000 grant from the National Science Foundation to provide scholarships to students studying in various fields of science. Bloomsburg's grant will provide four-year scholarships to 13 first generation college students who meet low income requirements. The scholarships will be worth \$10,000 a year and will go to students majoring in mathematics, computer science, electrical engineering technology, physics, geosciences, biology or chemistry. Edinboro's grant will provide scholarships ranging from \$4,000 to \$6,000 a year to academically gifted undergraduate students with high levels of financial need and who are studying in the fields of science, technology, engineering and mathematics. A total of 104 students are expected to benefit from the scholarships over the next four years.

West Chester University of Pennsylvania received a series of gifts to support a variety of programs. Ammon and Loretta Kershner donated \$170,000 to the university for the library and athletics. The Presser Foundation gave \$150,000 for the University's new music

building and performing arts center. W.W. Smith Trust donated \$128,000 to support scholarships and Centocor donated \$100,000 to support development of the University's nursing and pharmaceutical product development programs.

A team of **Indiana University of Pennsylvania** science faculty members have received a National Science Foundation award of \$369,000 to purchase a Quantum Design Physical Properties Measurement System. The IUP team, led by Dr. Gregory G. Kenning, associate professor of physics, will use the system to determine and characterize properties of materials.

Bloomsburg University of Pennsylvania's TRiO Upward Bound Program has been funded for five more years. The program, which has been on BU's campus since 1978, has been continually refunded through a federal grant provided by the U.S. Department of Education. The renewed grant will enable the program to assist an additional 90 students from several high schools in the region, providing them with opportunities and assistance to explore their potential for academic, social and personal growth.

California University of Pennsylvania has been awarded a \$618,540 grant from the U.S. Department of Education for a program to assist high school students from low-income families prepare for college. The Upward Bound grant will enable the university to work with 130 students in Fayette and Greene counties. The University expects to receive total funding of \$2.4 million over four years to support the program.

Indiana University of Pennsylvania has received a \$250,000 Upward Bound Math and Science grant through the U.S. Department of Education. The grant will enable IUP to annually provide 50 economically disadvantaged students in four Indiana County public high schools with math and science learning support and tutoring services. IUP also will provide summer programs for these students. The university expects to receive \$1.25 million over the next five years for the program.

Indiana University of Pennsylvania has received a second round of grant funding from the U.S. Department of Education as part of the Ronald E. McNair Post baccalaureate Achievement Program. The University will receive \$231,000 this year and expects to receive a total of

\$900,000 over the next four years under the program, which is designed to provide first generation, low-income and students from underrepresented groups with strong academic potential, preparation for doctoral study. The new funding will target a cohort of 25 students per year, up from the 20 served in the previous grant cycle. IUP first received a McNair Program grant in 2003.

Clarion University of Pennsylvania has received a \$163,996 grant from National Fuel Gas Distribution to establish an advanced energy laboratory in its new Science and Technology Center. The funding is part of National Fuel's research and development program.

California University of Pennsylvania has received a \$125,000 grant from the Sarah Scaife Foundation to support its Government Agency Coordination Office (GACO), which assists businesses obtain government contracts. Since its founding 22 years ago, GACO has helped regional businesses receive more than 25,000 contracts totaling more than \$1.8 billion.

Cheyney University of Pennsylvania has received an additional \$110,000 added to the \$500,000 grant from the Pennsylvania Department of Education for its James Hughes Scholarship and Retention Program. The goal of the program is to provide academic opportunities, faculty and peer mentoring to support the personal and college success of Philadelphia public high school graduates.

Cheyney University also recently received a donation of 170 pieces of art from alumnus Mercer Redcross III and his wife Evelyn. The Redcrosses, co-founders of October Gallery, made the donation in honor of the University's 170th anniversary. The works, from a variety of artists, are being placed throughout the campus, as well as at Cheyney's Urban Site in Philadelphia. To date the donations are valued at \$83,650, with 81 more pieces to be installed.

Lock Haven University of Pennsylvania's Clearfield Campus School of Nursing was awarded a \$76,000 grant from the state Department of Labor and Industry to hire a faculty member to serve as simulation technology coordinator and to supervise student nurses in their clinical education.

Sovereign Bank donated \$5,000 to complete a \$25,000 pledge to the **Lock Haven University** Foundation to establish the Frederick Douglass Emerging Leaders Scholarship at the University.

East Stroudsburg University of Pennsylvania's Business Accelerator has received a \$40,500 investment grant from Ben Franklin Technology Partners of Northeastern Pennsylvania. The grant will be used to assist the University's efforts to promote entrepreneurial development in Monroe County.

Mansfield University of Pennsylvania has received \$25,000 from First Citizens National Bank to support "service-learning" at the university. The gift will provide financial support for a teaching and learning approach to community service that integrates student volunteerism with academic study to enrich learning, teach civic responsibility and strengthen communities.

Mansfield University also has received a grant from the Québec Ministry of International Relations (MRI) as part of that agency's Québec Initiative. The \$19,550 grant will bring a Québec scholar to Mansfield as a visiting professor during the spring 2008 semester. The professor will teach two courses, give a presentation as part of the University Lecture Series and speak to civic groups and other interested audiences around the area and throughout Pennsylvania.

Cheyney and Millersville Universities of Pennsylvania have been awarded separate grants of approximately \$11,500 from the Pennsylvania Liquor Control Board for alcohol and other drug awareness and cessation activities.

University and Community Partnerships

Bloomsburg University of Pennsylvania has signed new articulation agreements with Lehigh Carbon Community College. Students who receive an associate's degree in education at the community college will be able to earn a bachelor's degree from Bloomsburg while taking classes at LCCC's Morgan Center. BU faculty will teach all courses needed to complete the junior and senior years in the program. A dual-admissions agreement will assure LCCC

students admission to a parallel program at Bloomsburg upon receipt of their associate degree.

Indiana University of Pennsylvania has signed an articulation agreement with Westmoreland County Community College that will ensure the seamless transfer of credits for WCCC students who plan to continue studies at IUP. WCCC students who earn associate degrees in business, criminal justice, elementary education, general studies, hotel/motel management, nursing and psychology may enroll at IUP with advanced standing.

Millersville University of Pennsylvania and Lancaster Regional Medical Center announced an educational partnership to prepare students for careers as respiratory therapists. Millersville students are taking classes at Lancaster Regional. The University's respiratory therapy program is one of the oldest the nation and is accredited by the Committee on Accreditation for Respiratory Care (CoARC) and the Commission on Accreditation of Allied Health Educational Programs (CAAHEA).

Kutztown University of Pennsylvania has signed an agreement with the University of Pittsburgh that will enable students in Pitt's Child Welfare for Leadership Program (CWEL) to enroll in Kutztown's newly accredited Master of Social Work program. Through the CWEL program, county-level public child welfare agencies (those charged with investigating reports of child abuse and neglect) can enroll their caseworkers in an MSW program. Kutztown's program is accredited by the Council on Social Work Education.

Lock Haven University of Pennsylvania hosted the inaugural Clearfield Vision 2020 meeting at its Clearfield Campus. The meeting of community, education and government leaders was the first step in the process of creating a shared vision and goals for the region. The University will host four additional meetings that have been scheduled.

Student and Faculty Recognition

Students from **Clarion, Indiana, Kutztown, Lock Haven, Millersville, Slippery Rock and West Chester Universities of Pennsylvania** recently had the opportunity to showcase their research at an event held in the state Capitol. *Undergraduate Research Day at the Capitol* –

Pennsylvania showcased outstanding and award-winning research projects by undergraduate students from across the Commonwealth. A dozen projects undertaken by PASSHE students were included in the event held October 2.

Lock Haven University of Pennsylvania student Madeline Hoff has received a \$5,000 Freeman Awards for Study in Asia Fellowship. She is the first LHU student to receive the award. The Freeman-Asia Fellowship, supported by the Freeman Foundation and administered by the Institute of International Education, is designed to increase the number of U.S. undergraduates who study in East and Southeast Asia by providing financial assistance and information.

Clarion University of Pennsylvania's Jamie Wolf has been selected by the College Sports Information Directors of America as the 2006-07 *ESPN The Magazine* Academic All-American of the Year. Wolf received a degree in molecular biology in May with a 4.00 cumulative grade point average. She won the one and three-meter diving competitions at the 2007 NCAA Division II Championships and was named the national diver of the year.

Mansfield University of Pennsylvania music professor Kenneth Sarch has been named to the 2007-2008 Fulbright Scholar Peer Review Panel for music. Sarch, a two-time Fulbright Scholar, will serve on the national committee that evaluates applications and recommends candidates for further consideration by bi-national Fulbright commissions and U.S. Department of State representatives in more than 100 countries around the world.

Slippery Rock University of Pennsylvania finance majors Jeff Geibel, Troy Sharbaugh and Craig Stokan captured first place in the case component of the national Ameriprise Financial Planning Invitation competition held in Minneapolis. The students competed against teams from seven other finalist universities, including Texas Tech and Virginia Tech.

Ramona Nelson, a professor of nursing at **Slippery Rock University**, has been named a fellow in the Academy of Nursing Education by the National League for Nursing. In selecting Nelson, the 115-year-old professional association cited her "sustained and significant contribution to nursing education." Nelson, a pioneer in the use of technology in nursing

education, joins the ranks of other fellows from New York University, the University of North Carolina and the University of Cincinnati.

Shippensburg University of Pennsylvania's Chemistry Club earned a ranking as an "Outstanding" chapter by the national American Chemical Society (ACS). The university's chapter is a student affiliate chapter of ACS, an organization that represents chemists nationwide.

Edinboro University of Pennsylvania computer science students won three awards during the 14th Annual Consortium for Computing Science in Colleges Midwest Conference at the Hamilton Branch of Miami University of Ohio. Dan Taylor placed first for his poster, "Boom: A 3D Game Engine." The student team of Jen Waring, Nathan Mitchell and Levi Lester placed third for computing programming and the team of Jeff Thomas, Jessica Diehl and Josh Nicely came in fourth in the computer programming competition.



DRAFT
**PA State System of Higher Education
Board of Governors**

Effective: Part II is effective April 1999; Part III is effective fall 2003
Part IV is effective fall 1999; Part V is effective fall 1998; Part VI is
effective fall 2002

POLICY 1999-02-A: TUITION

See Also:

Adopted: April 8, 1999

Amended: October 10, 2002 and July 14, 2005

VI. Technology Fee Policy

A. Background

The importance of technology and its applications continue to grow throughout society. To be competitive in the workplace, university students need access to state-of-the art technology integrated with their educational program. Additional and dedicated resources are necessary to ensure greater infusion of technology.

B. Purpose

The purposes of the technology fee are: (1) to acquire, install, and maintain up-to-date and emerging technologies for the purpose of enhancing student-learning outcomes; (2) to provide equitable access to technology resources; and (3) to ensure, ultimately, that state system graduates are competitive in the technologically sophisticated workplace. All hardware, software, databases, and other capital equipment procured with these revenues are strictly limited to clearly articulate learning experiences for students.

C. Policy

1. The technology fee is not a user fee but is instead a fee that is paid by all students, proportional to their enrollment status (full-time/part-time) and to their residency status (in-state/out-of-state).

2. ~~Revenues generated from the technology fee must augment or supplement funds already expended on technology. Revenues may not be used to supplant or replace current or future technology allocations or technology revenue sources. Universities should provide evidence that expenditures of technology fee revenues are above and beyond normal levels.~~
3. Technology fee revenues shall be expended only on ~~academic or~~ instructional technology and shall not be expended for administrative applications. These revenues shall be used for the direct benefit of students to help them to achieve the learning objectives of their academic programs. **NO MORE THAN 25% OF TECHNOLOGY FEE REVENUES MAY BE EXPENDED ON PERSONNEL TO SUPPORT INSTRUCTIONAL TECHNOLOGY.**
4. ~~Technology fee revenues may be expended on the following:~~
 - ~~• General use student technology enhanced laboratories;~~
 - ~~• Specialized (i.e., field-specific) student technology enhanced laboratories;~~
 - ~~• Scientific equipment with significant digital technology components;~~
 - ~~• Experimental technology enhanced laboratories;~~
 - ~~• Specialized software, hardware (including servers) and databases, and technologies that provide secure student access to software, databases, courseware, and other course-related content;~~
 - ~~• Access and licensing fees for educational products and services;~~
 - ~~• Student access to laptop and desktop computers;~~
 - ~~• Dedicated use network equipment and other infrastructure technologies, including wireless access technologies (for controlled access and limited use only);~~
 - ~~• Technology augmented classrooms;~~
 - ~~• Some SSHEnet expenses (portions of bandwidth used for distance education, internet2 charges, etc.);~~
 - ~~• Specific costs associated with the installation of technologies (cabling, conduits, servers, dedicated power, etc.);~~
 - ~~• Personnel expenditures to a maximum of 15% of university annual fee revenues to provide for: the installation of equipment purchased with fee revenues; the operational support and maintenance of equipment; and, the training of student and faculty users of equipment; and~~
 - ~~• Student personnel working to support technologies covered by this section, not to exceed 5% of the total revenues annually.~~
5. ~~Technology fee revenues may not be expended on the following:~~

- ~~• General use network infrastructure (hardware, software, switches, cables, etc.) That is used for administrative and general communications purposes;~~
 - ~~• Technologies for use by non students;~~
 - ~~• Permanently assigned technology equipment;~~
 - ~~• Personnel (full/part time staff, full/part time faculty, consultants, and other workers) beyond that permitted in C.4.; and~~
 - ~~• Capital projects, furniture, carpentry, renovations, etc.~~
- ~~6. Equipment originally purchased with fee revenues that has been replaced or upgraded after three or more years of use may be redeployed to other uses or disposed of at the discretion of the university (redployment to uses in support of student learning is strongly encouraged).~~

D. Policy Administration

1. Universities should procure technologies collaboratively, when appropriate. Universities must make continuing allocations for maintenance, support, upgrades, and replacement of technologies purchased with technology fee revenues.
2. Each university is accountable for ensuring that technology fee revenues are expended in accordance with this policy. ~~Technology fee revenues cannot be expended until the university's strategic and monitoring and tracking plans have been approved. There are four accountability phases: planning, monitoring and tracking, reporting, and auditing.~~
- ~~3. Each university must submit a plan for the use of the revenues that addresses the following topics:~~
 - ~~a. Strategic imperative (curricular impact, fit of plan with state system strategic goals and university goals, and other appropriate information);~~
 - ~~b. Purpose(s) to be achieved through expenditure of revenues, including information on primary beneficiaries among the student population;~~
 - ~~c. Descriptions and projected costs of proposed technologies; and~~
 - ~~d. Maintenance, renewal, and replacement plan.~~
- ~~The strategic plan must be reviewed and approved by the chancellor and the information technology committee of the Board of Governors prior to the implementation of the plan and/or any expenditure of technology fee revenues. In the first year, plans should be submitted~~

~~by November 1, 2002. Thereafter, plans and amendments to approved plans should be submitted by August 1 of each year.~~

~~4. Monitoring and tracking: each university must submit a plan describing how it will audit the expenditure of technology fee revenues. The monitoring and tracking plan must be reviewed and approved by the chancellor and the information technology committee of the board of governors prior to the implementation of the plan and/or any expenditure of technology fee revenues. In the first year, plans should be submitted by November 1, 2002. Thereafter, plans and amendments to approved plans should be submitted by August 1.~~

~~5. University presidents shall submit to the chancellor an annual report detailing expenditures of technology fee revenues (as per the university's approved plan) from July 1 through June 30, including planned vs. actual expenditures and any modifications to original plans. Annually, at the fall Board of Governors' quarterly meeting, the chancellor will present a summary report of fee expenditures by the universities.~~

6. The universities' uses of the revenues ~~shall~~ **MAY** be audited to ensure that all expenditures are consistent with this policy. Such audits shall be conducted at the request of the chancellor or the Board of Governors.

~~— This section of the policy will be reviewed immediately after the second year that it has been in force and thereafter as deemed appropriate by the chancellor or the Board of Governors.~~

E. Implementation Date

Fall ~~2002~~ 2007.

**Educational and General Operating Budget Summaries
for Pennsylvania State System of Higher Education Entities**

**Fiscal Year 2007/08 Highlights
Revenue/Sources**

Tuition—The Board of Governors approved a 2.75% tuition rate increase for fiscal year 2007/08. This rate increase, combined with an average enrollment growth of approximately 1.0%, is resulting in PASSHE overall tuition revenue increases of 3.9%. University-specific enrollment projections are provided on each page.

Fees—The Universities' Councils of Trustees set institution-based student fee rates. Student fees include mandatory fees charged to all students, such as instructional support fees, activity fees, and health center fees, as well as optional fees charged to students for specific services or privileges, such as parking fees. On average, University-based mandatory fees increased 6.0% in 2007/08. Also included in this revenue category is the Technology Tuition Fee, which increased 40%, as determined by the Board of Governors. Fee revenue increases vary by University depending upon changes in institutional fee structures and enrollment.

State Appropriation—In 2007/08, PASSHE received a 3.5% increase in its Educational and General (E&G) appropriation. The E&G appropriation is allocated to Universities through two methods: 94% is distributed through PASSHE's allocation formula, and the remaining 6% is distributed based upon performance. Performance funding provided through the Program Initiatives line item, totaling \$9.7 million, is excluded from E&G budget summaries since these funds are reserved for one-time library and accreditation investments and are incorporated in PASSHE's line item request. The 2007/08 performance funding has not been awarded yet; funding is estimated equal to 2006/07 awards.

All Other Revenue—Included in this category are unrestricted gifts, contracts and grants, investment income, educational fees for noncredit activity, parking and library fines, and other miscellaneous revenue sources. Activities generating these revenues vary widely by University and often tend to be nonrecurring. Most Universities do not anticipate increases and/or continuation of certain miscellaneous revenue sources until these revenues are received, but also limit expenditures supported by these specific revenue streams in their budget estimates.

Use of Carryforward Fund Balance—From time to time, some Universities may have the opportunity, either through greater than anticipated enrollment/revenue growth or through disciplined multi-year planning, to set aside revenues for future year activities. This is represented by a negative number in Use of Carryforward Fund Balance. When a University is using funds carried forward from a previous year, a positive number will appear on this line. This practice is an exceptional management tool allowing Universities to anticipate and fund large one-time purchases and multi-year projects. Typical initiatives funded in this manner tend to include new academic programs, major equipment purchases and upgrades, facilities improvements, and transitions through demographic changes.

Fiscal Year 2007/08 Highlights

Expenditures/Transfers

Compensation—For 88% of PASSHE’s employees, compensation rates are specified within eight different collective bargaining agreements. Employee benefits allow multiple choices for health care and retirement programs. Each University’s mix of employees among bargaining units, and the benefits choices they make, result in varying increases in personnel costs. In addition, some Universities have made minor changes to the number of employees within each unit that they expect to fund in each year, as reflected at the bottom of each page. Universities budget compensation expenses based upon anticipated filled positions, taking into consideration retirements, anticipated vacancies and regular annual turnover in employee complement.

Salaries and Wages—Fiscal year 2007/08 represents the first year of new tentative contracts with most bargaining units and incorporates various combinations of one-time cash payments and base pay increases, including the residual impact of January 2007 pay increases. The 2007/08 fiscal impact of these increases ranges from 2.9% to 7.3%. Coupled with these compensation increases are changes to University-budgeted complement to support enrollment increases, accreditation requirements and efficiency and productivity concerns. These changes in complement, coupled with compensation increases, result in an average salary and wage increase of 6.9%.

Benefits—Health care rate changes for 2007/08 range from a 4.9% decrease in PASSHE’s employee hospitalization to a PEBTF health care rate increase of 6.5%. The State Employees’ Retirement System rates, in which almost half of PASSHE employees participate, increased approximately 1.6%. In addition, salary and complement increases result in corresponding increases in retirement and social security expenditures. In total, employee benefits expenses are increasing 6.2%.

Services and Supplies—Expenditures in this category support all the day-to-day University operations, including professional services; teaching, office and custodial supplies; travel; subscriptions and memberships; utilities; postage; student aid expenditures; and leases. Costs in several commodity areas were contained through System-wide strategically sourced procurements. In addition, Universities routinely purchase products and services from Commonwealth contracts to reduce costs. During 2007/08, utility rates are anticipated to increase an average of 9.0%; all other service and supply expenditures increase 3.1%. Some of these increases are one-time activities associated with designated fund sources.

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. PASSHE budgets these expenditures on a cash basis, rather than budgeting depreciation.

Transfers—University transfers generally fund physical plant expenditures and debt. Some transfers may reflect a commitment for future projects. University transfers can vary widely from year to year.

Fiscal Year 2008/09 Highlights Revenue/Sources

The Universities are instructed to submit unbalanced budgets for the request year. Universities are provided with instructions with which to develop their 2008/09 budget requests, which include anticipated increases in salaries, benefits and other cost categories. University expenditure estimates and projections for University-based revenue sources are used to determine PASSHE's budget request parameters. After state appropriation and tuition rate recommendations are determined, University budget summaries are adjusted to incorporate the tuition and appropriation recommendations.

Tuition—Tuition revenue increases reflect the impact of enrollment increases, with an average increase of 1.2%. A tuition rate increase of 2.1% has been assumed at this time, in accordance with the appropriations request recommendations reflected in the Finance, Administration, and Facilities Committee agenda item #2.

Fees—The Universities' Councils of Trustees set institution-based student fee rates each spring. Although some mandatory fee increases are anticipated, instructional support fee increases occur in concert with tuition rates; the Technology Tuition Fee is set by the Board. No increases in these rates are included at this time.

State Appropriation—In accordance with the appropriations request recommendations reflected in the Finance, Administration, and Facilities Committee agenda item #2, a 5.0% E&G appropriation increase is incorporated at this time. Although each University's allocation of the E&G appropriation will change based upon the allocation formula and performance funding results, no adjustments have been made to anticipate the impact of those changes.

All Other Revenue—As in 2007/08, most Universities do not anticipate increases and/or continuation of certain miscellaneous revenue sources until these revenues are received. In addition, they limit expenditures supported by these specific revenue streams in their budget estimates.

Use of Carryforward Fund Balance—Some Universities have identified carryforward funds to support large one-time purchases and multi-year projects. Typical initiatives funded in this manner tend to include new academic programs, major equipment purchases and upgrades, facilities improvements, and transitions through demographic changes.

Fiscal Year 2008/09 Highlights

Expenditures/Transfers

Compensation—Some Universities have made minor changes to the number of employees within each unit that they expect to fund in each year. However, total budgeted complement remains the same or decreases for each University.

Salaries and Wages—Salary increases vary by bargaining unit, based upon the existing tentative agreements. Compensation includes a combination of increment and general pay increases, which are offset partially by the nonrecurring cash payments received in July 2007. The 2008/09 fiscal impact of these increases ranges from 1.5% to 3.0%. Overall, a 2.4% increase in salaries and wages is anticipated, based upon these assumptions.

Benefits—Preliminary health care rate changes for 2008/09 include increases in PASSHE's various health care options for faculty, coaches and management of 13.2% and retirees' health care of 9.8%. The Commonwealth's PEBTF employee health care rates are to increase 10.6%. Retirement rates remain constant, although retirement and social security costs increase as salaries and wages increase. Overall, a 6.8% increase in benefits costs is anticipated based upon these rate assumptions.

Services and Supplies—For 2008/09, utility costs are anticipated to increase 5.9% and library materials 6.5%. All other costs are estimated, on average, to stay well below an estimated CPI increase of 2.3%, although University estimates vary.

Capital Expenditures—Capital Expenditures may increase or decrease, depending upon the level of one-time equipment purchases in each year. Library material costs for every University include a 6.5% increase to keep pace with inflation for these goods.

Transfers—Increases in transfers reflect an increase in the debt service associated with the Academic Facilities Renovation Program (AFRP), which began in 1996. Through this program, PASSHE has bond-financed specific facilities renovation projects, to be repaid from operating funds, as a match to state capital funding. Most of these facilities projects are near completion; it is anticipated that the final bond purchase will be made in 2008/09. Recently issued debt, which includes AFRP, will increase debt service by approximately \$1.7 million System-wide. Other increases in the investment in life cycle renewal of E&G facilities and infrastructure are also incorporated. These increases are offset partially by reductions of one-time facilities initiatives undertaken in 2007/08.

Revenue/Sources Less Expenditures/Transfers—Universities were instructed to submit unbalanced budgets for 2008/09 since no tuition or appropriation increases were assumed. Since then, System-wide revenue increases, in accordance with the appropriations request recommendations reflected in the Finance, Administration, and Facilities Committee agenda item #2, were added to University budget submissions to reflect System-wide funding requirements. Each University's ending balance varies; each instance reflects a manageable adjustment that Universities will make.

Board of Governors Budget Request Summary
Bloomsburg University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$51,284,705	\$54,064,197	5.4%	\$55,876,217	3.4%
Fees	\$7,535,318	\$8,268,032	9.7%	\$8,443,789	2.1%
State Appropriation	\$36,360,231	\$37,325,186	2.7%	\$39,191,445	5.0%
All Other Revenue	\$6,315,416	\$6,595,210	4.4%	\$6,595,210	0.0%
Use of Carryforward Fund Balance	\$0	\$2,094,615	n/a	\$0	-100.0%
Total Revenue/Sources	\$101,495,670	\$108,347,240	6.8%	\$110,106,662	1.6%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$54,366,462	\$60,032,100	10.4%	\$61,484,067	2.4%
Benefits	\$20,379,700	\$24,070,357	18.1%	\$25,734,458	6.9%
Subtotal, Compensation	\$74,746,162	\$84,102,456	12.5%	\$87,218,525	3.7%
Services & Supplies	\$17,487,740	\$18,397,568	5.2%	\$18,894,192	2.7%
Capital Expenditures	\$2,156,371	\$2,266,487	5.1%	\$2,327,376	2.7%
Transfers	\$7,105,397	\$3,580,729	-49.6%	\$3,287,772	-8.2%
Total Expenditures and Transfers	\$101,495,670	\$108,347,240	6.8%	\$111,727,865	3.1%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$1,621,203)	

Annualized FTE Enrollment					
	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Resident Undergraduate	6,927.57	7,055.37	1.8%	7,153.47	1.4%
Nonresident Undergraduate	811.57	818.94	0.9%	818.94	0.0%
Resident Graduate	617.08	622.67	0.9%	629.58	1.1%
Nonresident Graduate	83.17	79.09	-4.9%	79.09	0.0%
Total FTE Enrollment	8,439.39	8,576.07	1.6%	8,681.08	1.2%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	411.39	427.25	15.86	427.25	0.00
AFSCME	307.25	309.75	2.50	309.75	0.00
Management	83.86	83.86	0.00	83.86	0.00
SCUPA	41.27	42.80	1.53	42.80	0.00
All Other	49.06	49.06	0.00	49.06	0.00
Total Budgeted FTE Employees	892.83	912.72	19.89	912.72	0.00

Board of Governors Budget Request Summary

California University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$44,062,728	\$48,745,021	10.6%	\$50,771,008	4.2%
Fees	\$5,919,088	\$6,892,054	16.4%	\$7,105,875	3.1%
State Appropriation	\$32,435,180	\$34,277,240	5.7%	\$35,991,102	5.0%
All Other Revenue	\$5,078,623	\$5,370,031	5.7%	\$5,516,848	2.7%
Use of Carryforward Fund Balance	(\$3,732,599)	(\$1,332,923)	n/a	\$0	n/a
Total Revenue/Sources	\$83,763,020	\$93,951,423	12.2%	\$99,384,833	5.8%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$46,132,290	\$50,604,396	9.7%	\$52,129,487	3.0%
Benefits	\$15,829,329	\$17,099,130	8.0%	\$18,297,447	7.0%
Subtotal, Compensation	\$61,961,619	\$67,703,526	9.3%	\$70,426,934	4.0%
Services & Supplies	\$18,653,289	\$19,300,406	3.5%	\$19,804,454	2.6%
Capital Expenditures	\$531,054	\$563,445	6.1%	\$590,420	4.8%
Transfers	\$2,617,058	\$6,384,046	143.9%	\$6,687,046	4.7%
Total Expenditures and Transfers	\$83,763,020	\$93,951,423	12.2%	\$97,508,854	3.8%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$1,875,979	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	5,751.00	6,148.00	6.9%	6,271.00	2.0%
Nonresident Undergraduate	208.00	233.00	12.0%	238.00	2.1%
Resident Graduate	1,219.00	1,324.00	8.6%	1,350.00	2.0%
Nonresident Graduate	594.00	640.00	7.7%	654.00	2.2%
Total FTE Enrollment	7,772.00	8,345.00	7.4%	8,513.00	2.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	286.50	296.50	10.00	296.50	0.00
AFSCME	199.00	213.00	14.00	213.00	0.00
Management	78.00	79.00	1.00	79.00	0.00
SCUPA	40.00	49.00	9.00	49.00	0.00
All Other	36.00	42.00	6.00	42.00	0.00
Total Budgeted FTE Employees	639.50	679.50	40.00	679.50	0.00

Board of Governors Budget Request Summary
Cheyney University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$11,196,889	\$10,601,962	-5.3%	\$11,093,261	4.6%
Fees	\$1,067,634	\$1,087,149	1.8%	\$1,122,295	3.2%
State Appropriation	\$12,028,852	\$14,688,639	22.1%	\$15,423,071	5.0%
All Other Revenue	\$667,344	\$1,838,906	175.6%	\$644,389	-65.0%
Use of Carryforward Fund Balance	\$1,460,906	(\$1,232,726)	-184.4%	\$27,300	n/a
Total Revenue/Sources	\$26,421,625	\$26,983,930	2.1%	\$28,310,315	4.9%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$14,435,403	\$14,720,327	2.0%	\$15,041,817	2.2%
Benefits	\$5,491,219	\$5,616,764	2.3%	\$6,009,458	7.0%
Subtotal, Compensation	\$19,926,622	\$20,337,092	2.1%	\$21,051,274	3.5%
Services & Supplies	\$6,176,686	\$6,202,151	0.4%	\$6,423,357	3.6%
Capital Expenditures	\$81,844	\$32,170	-60.7%	\$33,076	2.8%
Transfers	\$236,473	\$412,517	74.4%	\$601,178	45.7%
Total Expenditures and Transfers	\$26,421,625	\$26,983,930	2.1%	\$28,108,885	4.2%
Revenue/Sources less Expenditures/Transfers					
	\$0	(\$0)		\$201,430	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	1,233.00	1,136.00	-7.9%	1,162.00	2.3%
Nonresident Undergraduate	335.00	305.00	-9.0%	312.00	2.3%
Resident Graduate	102.00	99.00	-2.9%	103.00	4.0%
Nonresident Graduate	43.00	43.00	0.0%	44.00	2.3%
Total FTE Enrollment	1,713.00	1,583.00	-7.6%	1,621.00	2.4%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	83.75	76.75	(7.00)	76.75	0.00
AFSCME	84.50	87.50	3.00	87.50	0.00
Management	33.70	36.57	2.87	36.57	0.00
SCUPA	9.20	9.70	0.50	9.70	0.00
All Other	26.30	29.80	3.50	29.80	0.00
Total Budgeted FTE Employees	237.45	240.32	2.87	240.32	0.00

Board of Governors Budget Request Summary
Clarion University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$34,026,708	\$35,642,979	4.8%	\$37,095,902	4.1%
Fees	\$7,000,598	\$7,561,539	8.0%	\$7,744,497	2.4%
State Appropriation	\$27,589,561	\$27,833,924	0.9%	\$29,225,620	5.0%
All Other Revenue	\$2,507,748	\$2,508,773	0.0%	\$2,525,773	0.7%
Use of Carryforward Fund Balance	(\$2,003,829)	(\$1,426,012)	n/a	\$926,012	n/a
Total Revenue/Sources	\$69,120,786	\$72,121,203	4.3%	\$77,517,805	7.5%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$40,124,988	\$41,118,297	2.5%	\$42,122,386	2.4%
Benefits	\$14,324,859	\$14,412,746	0.6%	\$15,379,195	6.7%
Subtotal, Compensation	\$54,449,847	\$55,531,043	2.0%	\$57,501,581	3.5%
Services & Supplies	\$12,929,748	\$13,951,890	7.9%	\$14,664,145	5.1%
Capital Expenditures	\$720,419	\$1,001,696	39.0%	\$1,033,325	3.2%
Transfers	\$1,020,772	\$1,636,574	60.3%	\$2,892,106	76.7%
Total Expenditures and Transfers	\$69,120,786	\$72,121,203	4.3%	\$76,091,157	5.5%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$1,426,647	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	5,284.00	5,247.00	-0.7%	5,247.00	0.0%
Nonresident Undergraduate	263.00	263.00	0.0%	263.00	0.0%
Resident Graduate	351.00	498.00	41.9%	580.00	16.5%
Nonresident Graduate	151.00	162.00	7.3%	172.00	6.2%
Total FTE Enrollment	6,049.00	6,170.00	2.0%	6,262.00	1.5%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	274.18	268.55	(5.63)	268.55	0.00
AFSCME	212.61	207.11	(5.50)	207.11	0.00
Management	72.00	68.00	(4.00)	68.00	0.00
SCUPA	17.56	16.56	(1.00)	16.56	0.00
All Other	35.45	34.90	(0.55)	34.90	0.00
Total Budgeted FTE Employees	611.80	595.12	(16.68)	595.12	0.00

Board of Governors Budget Request Summary
East Stroudsburg University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$45,399,015	\$47,926,867	5.6%	\$50,232,555	4.8%
Fees	\$5,675,962	\$6,325,355	11.4%	\$6,581,647	4.1%
State Appropriation	\$24,796,797	\$25,561,173	3.1%	\$26,839,232	5.0%
All Other Revenue	\$4,543,437	\$4,616,353	1.6%	\$4,690,727	1.6%
Use of Carryforward Fund Balance	(\$3,342,404)	\$0	n/a	\$0	n/a
Total Revenue/Sources	\$77,072,807	\$84,429,748	9.5%	\$88,344,160	4.6%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$43,640,061	\$46,858,311	7.4%	\$48,029,389	2.5%
Benefits	\$15,266,485	\$16,281,016	6.6%	\$17,380,757	6.8%
Subtotal, Compensation	\$58,906,546	\$63,139,327	7.2%	\$65,410,146	3.6%
Services & Supplies	\$14,340,775	\$14,766,479	3.0%	\$15,132,272	2.5%
Capital Expenditures	\$436,891	\$449,228	2.8%	\$458,940	2.2%
Transfers	\$3,388,595	\$6,074,713	79.3%	\$6,616,865	8.9%
Total Expenditures and Transfers	\$77,072,807	\$84,429,748	9.5%	\$87,618,224	3.8%
Revenue/Sources less Expenditures/Transfers					
	\$0	(\$0)		\$725,936	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	4,391.37	4,435.00	1.0%	4,470.76	0.8%
Nonresident Undergraduate	1,350.55	1,427.48	5.7%	1,498.77	5.0%
Resident Graduate	694.42	706.92	1.8%	730.25	3.3%
Nonresident Graduate	104.42	105.49	1.0%	106.57	1.0%
Total FTE Enrollment	6,540.76	6,674.89	2.1%	6,806.35	2.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	330.84	344.84	14.00	344.84	0.00
AFSCME	234.30	234.30	0.00	234.30	0.00
Management	96.00	104.00	8.00	104.00	0.00
SCUPA	28.33	28.33	0.00	28.33	0.00
All Other	42.15	42.15	0.00	42.15	0.00
Total Budgeted FTE Employees	731.62	753.62	22.00	753.62	0.00

Board of Governors Budget Request Summary
Edinboro University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$38,463,790	\$39,179,463	1.9%	\$40,798,825	4.1%
Fees	\$6,348,261	\$6,930,639	9.2%	\$7,170,063	3.5%
State Appropriation	\$28,795,131	\$29,030,511	0.8%	\$30,482,037	5.0%
All Other Revenue	\$4,230,793	\$4,529,434	7.1%	\$4,827,500	6.6%
Use of Carryforward Fund Balance	\$231,307	\$237,561	2.7%	\$240,000	1.0%
Total Revenue/Sources	\$78,069,282	\$79,907,608	2.4%	\$83,518,425	4.5%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$43,942,216	\$44,763,952	1.9%	\$46,314,357	3.5%
Benefits	\$17,520,778	\$18,115,295	3.4%	\$19,378,540	7.0%
Subtotal, Compensation	\$61,462,994	\$62,879,247	2.3%	\$65,692,897	4.5%
Services & Supplies	\$15,137,570	\$15,498,087	2.4%	\$16,451,336	6.2%
Capital Expenditures	\$467,937	\$505,014	7.9%	\$530,000	4.9%
Transfers	\$1,000,781	\$1,025,260	2.4%	\$1,040,000	1.4%
Total Expenditures and Transfers	\$78,069,282	\$79,907,608	2.4%	\$83,714,234	4.8%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$195,809)	

Annualized FTE Enrollment			Percent Change	FY 2008/09	Percent Change
	FY 2006/07	FY 2007/08			
Resident Undergraduate	5,199.15	4,957.46	-4.6%	5,060.18	2.1%
Nonresident Undergraduate	747.80	714.29	-4.5%	741.19	3.8%
Resident Graduate	611.11	656.22	7.4%	697.16	6.2%
Nonresident Graduate	79.64	80.03	0.5%	80.47	0.5%
Total FTE Enrollment	6,637.70	6,408.00	-3.5%	6,579.00	2.7%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	379.13	384.20	5.07	384.20	0.00
AFSCME	190.00	191.50	1.50	191.50	0.00
Management	80.50	81.50	1.00	78.50	(3.00)
SCUPA	21.00	20.00	(1.00)	19.00	(1.00)
All Other	36.65	37.20	0.55	35.20	(2.00)
Total Budgeted FTE Employees	707.28	714.40	7.12	708.40	(6.00)

Board of Governors Budget Request Summary
Indiana University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$77,153,313	\$78,060,688	1.2%	\$80,225,905	2.8%
Fees	\$15,362,643	\$17,133,000	11.5%	\$17,481,876	2.0%
State Appropriation	\$62,245,624	\$63,857,526	2.6%	\$67,050,402	5.0%
All Other Revenue	\$19,575,818	\$19,727,837	0.8%	\$19,623,040	-0.5%
Use of Carryforward Fund Balance	\$4,234,428	\$5,092,273	20.3%	\$1,500,000	-70.5%
Total Revenue/Sources	\$178,571,826	\$183,871,324	3.0%	\$185,881,223	1.1%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$93,895,147	\$99,740,410	6.2%	\$100,458,768	0.7%
Benefits	\$35,920,404	\$37,124,680	3.4%	\$38,300,002	3.2%
Subtotal, Compensation	\$129,815,551	\$136,865,090	5.4%	\$138,758,770	1.4%
Services & Supplies	\$37,534,485	\$38,695,494	3.1%	\$40,038,333	3.5%
Capital Expenditures	\$3,878,667	\$2,520,186	-35.0%	\$2,620,858	4.0%
Transfers	\$7,343,123	\$5,790,555	-21.1%	\$6,215,370	7.3%
Total Expenditures and Transfers	\$178,571,826	\$183,871,324	3.0%	\$187,633,331	2.0%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$1,752,107)	

Annualized FTE Enrollment					
	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Resident Undergraduate	10,805.45	10,664.98	-1.3%	10,771.63	1.0%
Nonresident Undergraduate	653.55	647.55	-0.9%	650.58	0.5%
Resident Graduate	1,213.17	1,213.17	0.0%	1,237.43	2.0%
Nonresident Graduate	479.23	479.23	0.0%	508.32	6.1%
Total FTE Enrollment	13,151.40	13,004.93	-1.1%	13,167.96	1.3%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	676.00	676.00	0.00	651.00	(25.00)
AFSCME	431.00	431.00	0.00	399.00	(32.00)
Management	154.00	154.00	0.00	151.00	(3.00)
SCUPA	33.00	33.00	0.00	33.00	0.00
All Other	49.00	49.00	0.00	49.00	0.00
Total Budgeted FTE Employees	1,343.00	1,343.00	0.00	1,283.00	(60.00)

Board of Governors Budget Request Summary
Kutztown University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$56,153,908	\$58,704,952	4.5%	\$61,734,596	5.2%
Fees	\$8,233,192	\$9,071,473	10.2%	\$9,496,701	4.7%
State Appropriation	\$38,782,717	\$40,572,651	4.6%	\$42,601,284	5.0%
All Other Revenue	\$6,086,394	\$6,067,183	-0.3%	\$6,007,561	-1.0%
Use of Carryforward Fund Balance	(\$749,373)	\$0	n/a	\$0	n/a
Total Revenue/Sources	\$108,506,838	\$114,416,259	5.4%	\$119,840,141	4.7%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$54,526,685	\$59,115,991	8.4%	\$61,173,515	3.5%
Benefits	\$20,145,604	\$21,558,229	7.0%	\$23,489,011	9.0%
Subtotal, Compensation	\$74,672,289	\$80,674,220	8.0%	\$84,662,526	4.9%
Services & Supplies	\$21,434,589	\$22,669,112	5.8%	\$23,605,114	4.1%
Capital Expenditures	\$1,462,640	\$1,497,856	2.4%	\$1,610,481	7.5%
Transfers	\$10,937,320	\$9,575,071	-12.5%	\$9,575,071	0.0%
Total Expenditures and Transfers	\$108,506,838	\$114,416,259	5.4%	\$119,453,192	4.4%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$386,949	

Annualized FTE Enrollment			Percent Change	FY 2008/09	Percent Change
	FY 2006/07	FY 2007/08			
Resident Undergraduate	7,581.80	7,714.50	1.8%	7,946.00	3.0%
Nonresident Undergraduate	933.63	950.00	1.8%	978.50	3.0%
Resident Graduate	508.00	516.90	1.8%	532.40	3.0%
Nonresident Graduate	23.67	24.08	1.7%	24.83	3.1%
Total FTE Enrollment	9,047.10	9,205.48	1.8%	9,481.73	3.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	471.70	487.20	15.50	487.20	0.00
AFSCME	279.00	291.25	12.25	291.25	0.00
Management	118.00	123.25	5.25	123.25	0.00
SCUPA	32.00	35.50	3.50	35.50	0.00
All Other	45.66	49.91	4.25	49.91	0.00
Total Budgeted FTE Employees	946.36	987.11	40.75	987.11	0.00

Board of Governors Budget Request Summary
Lock Haven University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$30,547,753	\$31,763,000	4.0%	\$32,527,313	2.4%
Fees	\$4,238,374	\$4,650,000	9.7%	\$4,723,852	1.6%
State Appropriation	\$22,096,567	\$23,960,968	8.4%	\$25,159,016	5.0%
All Other Revenue	\$1,321,124	\$1,351,000	2.3%	\$1,368,000	1.3%
Use of Carryforward Fund Balance	(\$241,145)	\$0	n/a	\$0	n/a
Total Revenue/Sources	\$57,962,673	\$61,724,968	6.5%	\$63,778,181	3.3%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$32,080,928	\$34,453,000	7.4%	\$35,172,000	2.1%
Benefits	\$11,881,588	\$12,480,000	5.0%	\$13,255,755	6.2%
Subtotal, Compensation	\$43,962,516	\$46,933,000	6.8%	\$48,427,755	3.2%
Services & Supplies	\$11,174,465	\$12,105,000	8.3%	\$12,495,000	3.2%
Capital Expenditures	\$418,896	\$422,000	0.7%	\$435,000	3.1%
Transfers	\$2,406,796	\$2,264,968	-5.9%	\$2,281,892	0.7%
Total Expenditures and Transfers	\$57,962,673	\$61,724,968	6.5%	\$63,639,647	3.1%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$138,534	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	4,253.50	4,300.37	1.1%	4,312.78	0.3%
Nonresident Undergraduate	545.61	551.63	1.1%	553.23	0.3%
Resident Graduate	224.58	230.76	2.8%	231.53	0.3%
Nonresident Graduate	68.35	70.24	2.8%	70.47	0.3%
Total FTE Enrollment	5,092.04	5,153.00	1.2%	5,168.01	0.3%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	325.98	326.73	0.75	326.73	0.00
AFSCME	141.39	144.89	3.50	144.89	0.00
Management	52.50	56.00	3.50	56.00	0.00
SCUPA	18.58	19.33	0.75	19.33	0.00
All Other	32.67	32.67	0.00	32.67	0.00
Total Budgeted FTE Employees	571.12	579.62	8.50	579.62	0.00

Board of Governors Budget Request Summary
Mansfield University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$19,763,664	\$20,352,480	3.0%	\$21,154,431	3.9%
Fees	\$2,900,021	\$3,080,000	6.2%	\$3,161,459	2.6%
State Appropriation	\$16,919,782	\$19,144,382	13.1%	\$20,101,601	5.0%
All Other Revenue	\$2,087,295	\$2,175,150	4.2%	\$2,190,050	0.7%
Use of Carryforward Fund Balance	\$1,048,214	\$0	-100.0%	\$0	n/a
Total Revenue/Sources	\$42,718,976	\$44,752,012	4.8%	\$46,607,541	4.1%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$23,942,706	\$25,173,438	5.1%	\$25,668,302	2.0%
Benefits	\$8,538,924	\$8,926,714	4.5%	\$9,570,493	7.2%
Subtotal, Compensation	\$32,481,630	\$34,100,152	5.0%	\$35,238,795	3.3%
Services & Supplies	\$7,417,077	\$7,740,091	4.4%	\$7,989,750	3.2%
Capital Expenditures	\$259,823	\$321,250	23.6%	\$282,150	-12.2%
Transfers	\$2,560,446	\$2,590,519	1.2%	\$2,603,370	0.5%
Total Expenditures and Transfers	\$42,718,976	\$44,752,012	4.8%	\$46,114,065	3.0%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$493,476	

Annualized FTE Enrollment			Percent Change		Percent Change
	FY 2006/07	FY 2007/08		FY 2008/09	
Resident Undergraduate	2,262.80	2,294.40	1.4%	2,341.00	2.0%
Nonresident Undergraduate	596.60	597.80	0.2%	609.00	1.9%
Resident Graduate	152.00	148.10	-2.6%	151.00	2.0%
Nonresident Graduate	105.70	105.70	0.0%	108.00	2.2%
Total FTE Enrollment	3,117.10	3,146.00	0.9%	3,209.00	2.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	180.90	181.90	1.00	181.90	0.00
AFSCME	119.36	124.57	5.21	124.57	0.00
Management	51.55	52.40	0.85	52.40	0.00
SCUPA	9.27	9.77	0.50	9.77	0.00
All Other	25.53	23.50	(2.03)	23.50	0.00
Total Budgeted FTE Employees	386.61	392.14	5.53	392.14	0.00

Board of Governors Budget Request Summary
 Millersville University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$46,707,420	\$48,159,990	3.1%	\$49,242,505	2.2%
Fees	\$7,464,384	\$8,243,111	10.4%	\$8,394,940	1.8%
State Appropriation	\$38,481,224	\$39,062,464	1.5%	\$41,015,587	5.0%
All Other Revenue	\$5,029,245	\$4,476,610	-11.0%	\$4,487,943	0.3%
Use of Carryforward Fund Balance	(\$5,176,470)	\$1,469,927	n/a	\$852,031	-42.0%
Total Revenue/Sources	\$92,505,803	\$101,412,102	9.6%	\$103,993,006	2.5%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$52,772,480	\$56,383,422	6.8%	\$57,222,715	1.5%
Benefits	\$18,791,950	\$20,720,997	10.3%	\$22,128,006	6.8%
Subtotal, Compensation	\$71,564,430	\$77,104,419	7.7%	\$79,350,721	2.9%
Services & Supplies	\$16,131,539	\$17,484,233	8.4%	\$17,758,218	1.6%
Capital Expenditures	\$615,435	\$1,154,461	87.6%	\$1,177,411	2.0%
Transfers	\$4,194,399	\$5,668,989	35.2%	\$5,668,989	0.0%
Total Expenditures and Transfers	\$92,505,803	\$101,412,102	9.6%	\$103,955,339	2.5%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		\$37,667	

Annualized FTE Enrollment	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Resident Undergraduate	6,698.12	6,761.00	0.9%	6,767.00	0.1%
Nonresident Undergraduate	269.25	274.00	1.8%	275.00	0.4%
Resident Graduate	941.92	960.90	2.0%	962.90	0.2%
Nonresident Graduate	24.94	17.10	-31.4%	16.10	-5.8%
Total FTE Enrollment	7,934.22	8,013.00	1.0%	8,021.00	0.1%

Unrestricted E&G FTE Employees	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	392.18	394.18	2.00	394.18	0.00
AFSCME	319.39	319.69	0.30	319.69	0.00
Management	117.00	120.00	3.00	120.00	0.00
SCUPA	29.64	29.64	0.00	29.64	0.00
All Other	48.54	53.29	4.75	53.29	0.00
Total Budgeted FTE Employees	906.75	916.80	10.05	916.80	0.00

Board of Governors Budget Request Summary
Shippensburg University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$40,379,132	\$42,536,641	5.3%	\$43,467,164	2.2%
Fees	\$6,058,337	\$6,721,765	11.0%	\$6,856,676	2.0%
State Appropriation	\$32,213,974	\$32,474,007	0.8%	\$34,097,707	5.0%
All Other Revenue	\$4,911,983	\$4,952,979	0.8%	\$4,933,041	-0.4%
Use of Carryforward Fund Balance	(\$60,472)	\$60,472	n/a	\$0	-100.0%
Total Revenue/Sources	\$83,502,954	\$86,745,864	3.9%	\$89,354,588	3.0%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$46,286,862	\$49,367,558	6.7%	\$50,922,886	3.2%
Benefits	\$17,709,234	\$18,558,619	4.8%	\$19,908,147	7.3%
Subtotal, Compensation	\$63,996,096	\$67,926,177	6.1%	\$70,831,034	4.3%
Services & Supplies	\$14,789,258	\$15,109,899	2.2%	\$15,458,945	2.3%
Capital Expenditures	\$764,056	\$1,175,894	53.9%	\$1,204,358	2.4%
Transfers	\$3,953,544	\$2,533,894	-35.9%	\$2,550,747	0.7%
Total Expenditures and Transfers	\$83,502,954	\$86,745,864	3.9%	\$90,045,084	3.8%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$690,496)	

Annualized FTE Enrollment			Percent Change	FY 2008/09	Percent Change
	FY 2006/07	FY 2007/08			
Resident Undergraduate	5,936.43	6,100.13	2.8%	6,100.13	0.0%
Nonresident Undergraduate	348.27	342.78	-1.6%	342.78	0.0%
Resident Graduate	663.71	701.44	5.7%	701.44	0.0%
Nonresident Graduate	42.25	44.03	4.2%	44.03	0.0%
Total FTE Enrollment	6,990.66	7,188.38	2.8%	7,188.38	0.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	356.72	354.72	(2.00)	354.72	0.00
AFSCME	234.60	233.60	(1.00)	232.60	(1.00)
Management	69.80	74.30	4.50	75.30	1.00
SCUPA	27.74	28.74	1.00	28.74	0.00
All Other	40.19	40.19	0.00	40.19	0.00
Total Budgeted FTE Employees	729.05	731.55	2.50	731.55	0.00

Board of Governors Budget Request Summary
Slippery Rock University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$45,745,323	\$47,292,293	3.4%	\$48,687,449	3.0%
Fees	\$7,971,039	\$8,566,589	7.5%	\$8,728,231	1.9%
State Appropriation	\$37,669,292	\$38,574,888	2.4%	\$40,503,632	5.0%
All Other Revenue	\$6,040,929	\$5,536,276	-8.4%	\$5,536,276	0.0%
Use of Carryforward Fund Balance	\$0	\$0	n/a	\$0	n/a
Total Revenue/Sources	\$97,426,583	\$99,970,047	2.6%	\$103,455,589	3.5%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$51,050,256	\$55,842,476	9.4%	\$57,415,917	2.8%
Benefits	\$19,648,464	\$20,710,701	5.4%	\$22,543,239	8.8%
Subtotal, Compensation	\$70,698,720	\$76,553,177	8.3%	\$79,959,156	4.4%
Services & Supplies	\$16,165,598	\$16,616,083	2.8%	\$17,101,668	2.9%
Capital Expenditures	\$1,354,384	\$1,404,524	3.7%	\$1,450,877	3.3%
Transfers	\$9,207,881	\$5,396,262	-41.4%	\$5,446,262	0.9%
Total Expenditures and Transfers	\$97,426,583	\$99,970,047	2.6%	\$103,957,962	4.0%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$502,374)	

Annualized FTE Enrollment			Percent Change	Percent Change
	FY 2006/07	FY 2007/08	FY 2008/09	
Resident Undergraduate	6,828.83	6,872.97	6,918.33	0.7%
Nonresident Undergraduate	591.03	631.58	649.32	2.8%
Resident Graduate	599.88	602.93	617.82	2.5%
Nonresident Graduate	73.76	68.14	73.54	7.9%
Total FTE Enrollment	8,093.50	8,175.62	8,259.00	1.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	386.74	397.83	11.09	397.83	(0.00)
AFSCME	307.90	307.90	0.00	307.90	0.00
Management	101.42	101.42	0.00	101.42	0.00
SCUPA	32.00	32.00	0.00	32.00	0.00
All Other	52.00	52.00	0.00	52.00	0.00
Total Budgeted FTE Employees	880.06	891.15	11.09	891.15	(0.00)

Board of Governors Budget Request Summary
West Chester University of Pennsylvania

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$76,574,160	\$78,347,696	2.3%	\$80,096,304	2.2%
Fees	\$10,919,846	\$11,901,346	9.0%	\$12,117,250	1.8%
State Appropriation	\$52,538,957	\$53,405,495	1.6%	\$56,075,770	5.0%
All Other Revenue	\$8,271,867	\$8,032,448	-2.9%	\$8,032,448	0.0%
Use of Carryforward Fund Balance	\$0	\$0	n/a	\$0	n/a
Total Revenue/Sources	\$148,304,830	\$151,686,985	2.3%	\$156,321,772	3.1%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$79,114,014	\$84,019,137	6.2%	\$86,022,601	2.4%
Benefits	\$28,759,305	\$29,655,667	3.1%	\$31,710,153	6.9%
Subtotal, Compensation	\$107,873,319	\$113,674,804	5.4%	\$117,732,754	3.6%
Services & Supplies	\$21,460,903	\$23,057,665	7.4%	\$23,735,264	2.9%
Capital Expenditures	\$2,350,706	\$2,375,927	1.1%	\$2,396,692	0.9%
Transfers	\$16,619,902	\$12,578,589	-24.3%	\$12,608,980	0.2%
Total Expenditures and Transfers	\$148,304,830	\$151,686,985	2.3%	\$156,473,690	3.2%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$151,919)	

Annualized FTE Enrollment			Percent Change	FY 2008/09	Percent Change
	FY 2006/07	FY 2007/08			
Resident Undergraduate	9,272.27	9,272.27	0.0%	9,272.27	0.0%
Nonresident Undergraduate	1,291.90	1,291.90	0.0%	1,291.90	0.0%
Resident Graduate	1,143.65	1,143.65	0.0%	1,143.65	0.0%
Nonresident Graduate	157.27	157.27	0.0%	157.27	0.0%
Total FTE Enrollment	11,865.09	11,865.09	0.0%	11,865.09	0.0%

Unrestricted E&G FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	642.36	649.84	7.48	649.84	0.00
AFSCME	350.50	348.50	(2.00)	348.50	0.00
Management	142.43	142.43	0.00	142.43	0.00
SCUPA	40.00	40.00	0.00	40.00	0.00
All Other	46.43	46.43	0.00	46.43	0.00
Total Budgeted FTE Employees	1,221.72	1,227.20	5.48	1,227.20	0.00

Board of Governors Budget Request Summary
Office of the Chancellor

Educational & General Budget					
Revenue/Sources	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Tuition	\$0	\$0	n/a	\$0	n/a
Fees	\$0	\$0	n/a	\$0	n/a
State Appropriation	\$2,338,110	\$2,419,945	3.5%	\$2,540,942	5.0%
All Other Revenue	\$4,831,256	\$4,645,106	-3.9%	\$4,804,308	3.4%
Use of Carryforward Fund Balance	(\$1,733,968)	(\$256,094)	n/a	\$256,094	n/a
Total Revenue/Sources	\$5,435,398	\$6,808,957	25.3%	\$7,601,344	11.6%
Expenditures and Transfers					
<u>Compensation Summary:</u>					
Salaries & Wages	\$2,899,547	\$3,546,389	22.3%	\$4,293,011	21.1%
Benefits	\$810,305	\$1,141,598	40.9%	\$1,419,474	24.3%
Subtotal, Compensation	\$3,709,852	\$4,687,987	26.4%	\$5,712,485	21.9%
Services & Supplies	\$1,725,546	\$2,093,170	21.3%	\$2,155,965	3.0%
Capital Expenditures	\$0	\$27,800	n/a	\$29,190	5.0%
Transfers	\$0	\$0	n/a	\$0	n/a
Total Expenditures and Transfers	\$5,435,398	\$6,808,957	25.3%	\$7,897,640	16.0%
Revenue/Sources less Expenditures/Transfers					
	\$0	\$0		(\$296,296)	

Annualized FTE Enrollment					
	FY 2006/07	FY 2007/08	Percent Change	FY 2008/09	Percent Change
Resident Undergraduate	0.00	0.00	n/a	0.00	n/a
Nonresident Undergraduate	0.00	0.00	n/a	0.00	n/a
Resident Graduate	0.00	0.00	n/a	0.00	n/a
Nonresident Graduate	0.00	0.00	n/a	0.00	n/a
Total FTE Enrollment	0.00	0.00	n/a	0.00	n/a

Unrestricted FTE Employees					
	FY 2006/07	FY 2007/08	Change	FY 2008/09	Change
Faculty	0.00	0.00	0.00	0.00	0.00
AFSCME	2.56	3.85	1.29	3.85	0.00
Management	28.69	35.83	7.14	41.72	5.89
SCUPA	0.00	0.00	0.00	0.00	0.00
All Other	0.12	0.00	(0.12)	0.00	0.00
Total Budgeted FTE Employees	31.37	39.68	8.31	45.57	5.89

Board of Governors' Budget Request Summary

Other Programs Administered by the Office of the Chancellor in FY 2007/08

Programs Funded from the Educational & General Appropriation	Appropriation
System Reserve*	\$200,000
Dixon University Center Academic Programs (6.35 FTE Employees)	\$1,400,000
Faculty Professional Development	\$200,000

Programs Funded from Other State Appropriations	Appropriation
Diversity and Equal Opportunity (1.20 FTE Employees):	
Recruitment of the Disadvantaged	\$452,000
Affirmative Action	\$1,167,000
Information Systems Integration (SyTEC 90.52 FTE Employees)	\$5,000,000
Educator Excellence	\$1,500,000
Economic Development	\$1,868,000

Pennsylvania Academy for the Profession of Teaching and Learning (8.03 FTE Employees)

The Pennsylvania Academy for the Profession of Teaching and Learning oversees PASSHE's programs and efforts that involve K-12 education in the Commonwealth and is funded by federal and state grants. The largest federal grant administered by the Academy is GEAR UP—\$15 million received by the Academy over six years, \$7.5 million of which is committed to student scholarships.

Consolidated University Operations (42.06 FTE Employees)

Also administered by the Office of the Chancellor are the following operations located in Harrisburg and funded by the Universities and the Office of the Chancellor: Office of Payroll Services, Office of System Human Resources, Labor Relations, Construction Support Office, Internal Review Group, Eastern Regional Legal Office, Treasury Accounting, Keystone Library Network, Articulation, Distance Education, Blackboard, The Harrisburg Internship Semester, SSHEnet, and Information Security. The costs associated with these services are reflected within the University budgets. In addition, the Office of the Chancellor manages 18.27 FTE employees for site management and administrative services that support all of the above programs.

*System Reserve fund balance is required to be replenished to \$1.5 million annually.

Overview of Proposed Educational and General Appropriation

October 10-11, 2007

Educational and General Appropriation.....\$508,188,000

PASSHE's 2008/09 operating budget provides funding for increases in basic operating costs while building upon continuing efforts to operate more efficiently. PASSHE's budget is developed based upon University budgets submitted in adherence to specific guidelines. The following basic adjustments are reflected in the 2008/09 E&G budget, as presented in Table 1.

Enrollment Growth—In keeping with the demographic projections of the Commonwealth, it is estimated that PASSHE's enrollment will increase 1.3%. Universities anticipating enrollment increases have limited the costs associated with serving these additional students within their 2008/09 budget estimates. Increased tuition and fee revenue associated with this enrollment increase is anticipated at \$9.6 million.

Employee Salaries—PASSHE has reached tentative collective bargaining agreements with almost all of its unions, which provide guidance for 2007/08 and 2008/09 compensation increases. In 2007/08, most union employees received a one-time cash payment and one increment increase. In 2008/09, most employees will receive one increment increase and a general pay increase. Mandatory changes in other compensation categories, including faculty summer pay and student minimum wages, also contribute to a total estimated increase in employee salaries and wages of \$17.7 million, or 2.4%.

Employee Benefits—PASSHE projects the employer share of health care costs to increase an average of 11.0% for next year, based upon a combination of national trends and PASSHE's employee health care experience. Similarly, the Commonwealth's PEBTF health care rates are projected to increase 10.6%. The employer contribution rate for the State Employees' Retirement System is projected to remain constant at 3.3% of salaries. Overall, employee benefits expenditures are expected to increase \$18.0 million, or 6.8%.

Utilities—Growth in natural gas, coal and oil prices has slowed in recent months. Therefore, PASSHE's 2008/09 utility costs reflect an increase of \$2.7 million, or 5.9%, to address anticipated rate increases and additions to University square footage. Rate increases are partially offset by energy conservation efforts derived, in part, through the use of energy savings corporations (ESCOs).

All Other Operating Expenditures—Anticipated expenditures for services, supplies and materials are increasing approximately at the rate of inflation. The cost of purchasing library materials is expected to increase approximately 6.5%, based upon national trends. The cost estimates associated with several commodity and service

categories are minimized through the use of strategic sourcing contracts, which combine the purchasing power of PASSHE's Universities to obtain optimal pricing on services, supplies and equipment. University investment in the life cycle maintenance of its physical plant is anticipated to increase by approximately 3.9%, which is more representative of inflationary trends in the construction industry. In total, non-personnel expenditures are estimated to increase \$11.1 million, or 3.4%.

These adjustments result in an overall 2008/09 E&G operating budget of \$1.4 billion, an increase of \$46.9 million, or 3.6%. Increases in University revenue sources, primarily due to enrollment increases, will generate \$8.0 million in new revenue, resulting in a funding requirement of \$38.9 million. To fund this budget increase, it is recommended that the Board consider an E&G appropriation request of \$508.2 million—an increase of \$24.2 million, or 5.0%. No assumptions are made concerning tuition rate increases at this time; however, a tuition increase of approximately 2.1% would be necessary to balance the budget. Therefore, the Board will need to consider addressing the remaining budgetary requirements in the spring through a tuition increase or other means.

FY 2008/09 Educational and General Budget Summary

Table 1

Revenue/Sources	FY 2007/08	FY 2008/09	Dollar Change	Percent Change
Tuition	\$641,378,229	\$663,003,435	\$21,625,206	3.4%
Fees	\$106,432,053	\$109,129,601	\$2,697,548	2.5%
State Appropriation	\$483,989,000	\$508,188,000	\$24,199,000	5.0%
All Other Revenue	\$82,423,295	\$81,691,698	(\$731,598)	-0.9%
Use of Carryforward Fund Balance	\$4,707,093	\$3,801,437	(\$905,656)	0.0%
Total Revenue/Sources	\$1,318,929,670	\$1,365,814,171	\$46,884,501	3.6%
Expenditures and Transfers				
<u>Compensation Summary:</u>				
Salaries & Wages	\$725,739,203	\$743,471,219	\$17,732,015	2.4%
Benefits	\$266,472,514	\$284,504,136	\$18,031,623	6.8%
Subtotal, Compensation	\$992,211,717	\$1,027,975,355	\$35,763,638	3.6%
Services & Supplies	\$245,287,328	\$253,383,013	\$8,095,685	3.3%
Capital Expenditures	\$15,717,938	\$16,180,154	\$462,216	2.9%
Transfers	\$65,712,686	\$68,275,648	\$2,562,962	3.9%
Total Expenditures and Transfers	\$1,318,929,670	\$1,365,814,171	\$46,884,501	3.6%
Revenue/Sources less Expenditures/Transfers				
	(\$0)	(\$0)		
Annualized FTE Enrollment	FY 2007/08	FY 2008/09	Change	Percent
Resident Undergraduate	82,959.45	83,793.55	834.11	1.0%
Nonresident Undergraduate	9,048.95	9,222.21	173.25	1.9%
Resident Graduate	9,424.66	9,668.16	243.50	2.6%
Nonresident Graduate	2,075.40	2,138.69	63.28	3.0%
Total FTE Enrollment	103,508.46	104,822.60	1,314.14	1.3%

Overview of Proposed Special Purpose Appropriations

October 10-11, 2007

Program Initiatives Line Item..... \$21,664,000

Performance Funding..... \$10,164,000

The Board of Governors has rewarded performance at PASSHE Universities for the last eight years. In 2007/08, the performance funding program was funded with \$29.0 million from the E&G appropriation and \$9.7 million from the Program Initiatives line item, for a total of \$38.7 million, equivalent to 8% of the E&G appropriation. PASSHE is committed to continuing performance funding at this level in 2008/09, partially through the use of \$10.2 million in this line item. If full funding of this portion of the Program Initiatives line item is not provided, PASSHE will increase the funding from the E&G appropriation to continue a performance funding pool equivalent to 8% of the E&G appropriation. Performance funding provided through the Program Initiatives line item will be used to support specialized accreditation of professional programs, as needed, and increase library holdings.

Shared Administrative System..... \$5,000,000

PASSHE is in the midst of implementing an integrated System-wide decision support system that will maximize student services, instructional support and administrative productivity. This system will help Universities maximize efficiencies in administrative processes, e.g., procurement, data storage and retrieval, room scheduling, and student registration. Full funding for this project is necessary to support additional functionality, upgrades to hardware and operating systems and additional capacity for disaster recovery.

Economic Development \$5,000,000

PASSHE Universities are key partners for state and regional economic development. Their mission-based contribution to economic development is increasing human capital for tangible productivity and income benefits and creating intellectual wealth for commercialization potential. The Governor's Economic Stimulus Package has established programs to support collaboration among businesses and institutions of higher education, such as Keystone Innovation Zones (KIZs). Five PASSHE Universities are already partnering with KIZs. Additionally, Small Business Development Centers (SBDCs) are located at five PASSHE Universities, and business incubators have been established at five Universities. Continued funding of the economic development initiatives described below will enhance PASSHE's partnerships with state and local communities to increase economic development throughout the Commonwealth.

- (1) *Entrepreneurial Leadership Centers and Student Incubator Initiative (\$1.4 million)*—Seed money is sought to develop Entrepreneurial Leadership Centers and student incubators among PASSHE Universities, which will encourage the development of innovation and enterprise by linking University faculty and students to a network of community and business partners. These Centers will provide students across all academic disciplines with opportunities to pursue an entrepreneurial path while continuing their education. Entrepreneurial Leadership Centers will further encourage the creation of new enterprises within the local/regional community while retaining the energies of recent graduates for the benefit of Pennsylvania’s economy.
- (2) *Internships (\$0.7 million)*—Funding is needed for each University to develop a more systematic and coordinated approach to providing internship opportunities, which will accommodate the demands of regional labor markets.
- (3) *Planning and Feasibility for University/Business Infrastructure (\$1.4 million)*—Seed money is sought to support feasibility and marketing planning for the creation or expansion of a variety of business infrastructure build-ups, including business incubators, research parks and/or business learning centers.
- (4) *Workforce Development (\$1.0 million)*—Funding will assist Universities in providing training, equipment and start-up costs for technology-based, workforce development academic programs that address the Commonwealth’s Regional Workforce Investment Boards’ High Priority Occupations.
- (5) *Technology Transfer and Commercialization Resource Network (\$0.5 million)*—The PASSHE Technology Transfer and Commercialization Resource Network will provide an integrated approach to protecting intellectual property and advancing projects toward commercialization. In addition to legal and financial services, assistance will be provided with patent searches and applications, negotiation of licensing agreements, equity agreements, stock warrants, etc.

Educator Excellence.....\$1,500,000

The Educator Excellence component of the Program Initiatives line item builds upon the strengths of PASSHE Universities, the Pennsylvania Academy for the Profession of Teaching and Learning, and the Labor Education Institute. This funding will continue efforts to (1) enhance the quality of preparation for elementary and early childhood educators, (2) improve preparation of education students for the PRAXIS test, (3) increase the number of qualified teachers and other professionals for urban school districts, (4) increase the number and quality of science and mathematics teachers, and (5) enhance the skills of current teachers and administrators through professional development.

Other Line Items

Diversity and Equal Opportunity.....\$2,176,000

This \$2.2 million request continues vital System-wide initiatives designed to achieve and promote diversity by serving the educational needs of historically underrepresented minority students, faculty and staff populations. These initiatives include programs that (1) expand the nationally acclaimed R. Benjamin Wiley Partnership Program, (2) enhance joint recruitment activities conducted by admissions personnel, (3) serve students who require necessary accommodations under the Americans with Disabilities Act, (4) add value to campus climate and retention initiatives, including support for the Frederick Douglass Institute Collaborative, and (5) enhance the professional development of women and minority faculty.

McKeever Environmental Learning Center\$580,000

The Commonwealth created the McKeever Environmental Learning Center in 1974 to assist citizens of all ages in becoming better stewards of the earth's resources. The environmental education programs offered by the McKeever Center meet the needs of students from preschool through, and beyond, college and provide student interns with valuable teaching experience while working in an outdoor setting. The McKeever Center is located on 205 acres in Mercer County and administered by Slippery Rock University of Pennsylvania. This request of \$580,000 provides full funding for operation of the Center in fiscal year 2008/09.

Pennsylvania Center for Environmental Education\$380,000

The Pennsylvania Center for Environmental Education, located at Slippery Rock University of Pennsylvania, had been funded by the Commonwealth for several years through the Department of Environmental Protection. In 2006/07, funding for this Center was appropriated directly to PASSHE. This request of \$380,000 provides a 3% increase to support the Center's ongoing operations in fiscal year 2008/09.

Subject to Board of Governors' Approval

Capital Spending Plan Fiscal Years 2007/08 through 2011/12

Fiscal Summary-Considering Inflation at 4.2%

Financial Summary in Current Year Dollars (\$000)					
University	FY 2007/08	FY 2008/09	FY 2009/10	FY 2010/11	FY 2011/12
Bloomsburg	\$15,500		\$4,600	\$900	
California		\$17,700	2,000		\$5,400
Cheyney			4,200		20,500
Clarion	14,300				
East Stroudsburg			24,100		2,400
Edinboro				13,100	
Indiana	17,700			15,800	12,300
Kutztown		20,500	5,000	1,100	
Lock Haven		26,200		3,000	
Mansfield			3,200		
Millersville	11,100				
Shippensburg			17,900		10,700
Slippery Rock				23,200	1,900
West Chester	7,800				4,800
Annual Total	\$66,400	\$64,400	\$61,000	\$57,100	\$58,000

Financial Summary in Future Year Dollars (\$000) Adjusting for Inflation at 4.2% Annually*					
University	FY 2007/08	FY 2008/09	FY 2009/10	FY 2010/11	FY 2011/12
Bloomsburg	\$15,500		\$5,000	\$1,000	
California		\$18,400	2,200		\$6,400
Cheyney			4,600		24,200
Clarion	14,300				
East Stroudsburg			26,200		2,800
Edinboro				14,800	
Indiana	17,700			17,900	14,500
Kutztown		21,400	5,500	1,200	
Lock Haven		27,300		3,400	
Mansfield			3,500		
Millersville	11,100				
Shippensburg			19,400		12,600
Slippery Rock				26,200	2,300
West Chester	7,800				5,600
Annual Total	\$66,400	\$67,100	\$66,400	\$64,500	\$68,400

*4.2% is the average annual inflation for construction per the Engineering News Record, Building Construction Index, which uses a blend of material and unionized labor costs (prevailing wages).

Subject to Board of Governors' Approval

Project Execution Schedule-Considering Inflation at 4.2%

Proposed Execution Year	University	Project Description	OF&E	Authorization Act	University Funding (\$000)	Commonwealth Funding Adjusted for Inflation at 4.2%/Yr (\$000)
2007/08	Bloomsburg	Nelson Field House Renovation	—	40/04	-	\$15,500
	Clarion	Becht Hall Conversion/Renovation	—	40/04, 83/06	-	14,300
	Indiana	New Convocation Center Construction	—	27/00	24,800	17,700
	Millersville	Ganser Library Renovation	—	131/02	2,000	9,900
		Theater Arts Facility Addition	OF&E	131/02	-	1,200
	West Chester	Mitchell Hall Renovation	—	83/06	-	7,800
2007/08 Total						\$66,400
2008/09	California	New Convocation Center Construction	—	40/04	18,587	\$18,400
	Kutztown	Shaeffer Auditorium Renovation/Addition	—	83/06, 131/02	10,300	21,400
	Lock Haven	Science and Math Center Renovation/Construction, East Campus	—	83/06	4,000	27,300
2008/09 Total						\$67,100
2009/10	Bloomsburg	Sutliff Hall Construction of Addition	—	40/04	4,600	\$5,000
	California	High Voltage Upgrade	—	—	-	2,200
	Cheyney	Browne Hall Renovation	—	83/06	-	4,600
	East Stroudsburg	Rosenkrans Hall Replacement	—	40/04	5,450	26,200
	Kutztown	Maintenance Building Upgrade, Phase I, Garage Demolition	—	83/06, 131/02	-	5,500
	Mansfield	Water Treatment Plant Renovation	—	—	-	3,500
	Shippensburg	Steam Distribution System Renovation	—	83/06, 40/04	-	19,400
2009/10 Total						\$66,400
2010/11	Bloomsburg	Sutliff Hall Construction of Addition	OF&E	131/02	-	\$1,000
	Edinboro	Ross Hall Renovation or Replacement	—	—	-	14,800
	Indiana	Keith Hall Renovation	—	83/06, 131/02	-	17,900
	Kutztown	Shaeffer Auditorium Renovation/Addition	OF&E	40/04	-	1,200
	Lock Haven	Science and Math Center Renovation/Construction, East Campus	OF&E	83/06	-	3,400
	Slippery Rock	New Performing Arts Center	—	83/06	11,601	26,200
2010/11 Total						\$64,500
2011/12	California	Pedestrian & Vehicular Enhancements, Phase I	—	131/02	-	\$6,400
	Cheyney	Carver Science Building Renovation	—	83/06	-	24,200
	East Stroudsburg	Rosenkrans Hall Replacement	OF&E	40/04	-	2,800
	Indiana	Leonard Hall Renovation	—	131/02	-	14,500
	Shippensburg	Campus Steam Plant Renovation	—	83/06, 40/04	-	12,600
	Slippery Rock	New Performing Arts Center	OF&E	83/06	-	2,300
	West Chester	Update Infrastructure—Boiler Plant	—	131/02	-	5,600
2011/12 Total						\$68,400
Grand Total						\$332,800

Agency: Pennsylvania State System of Higher Education Capital Budget Authorization Request Departmental Summary of Requests (Dollars in Thousands) Public Improvement Projects		Source of Funds	Agency Request	OB Recommended	Difference
		Bond.....	\$171,000	\$0	\$0
		Current.....	0	0	0
		Federal.....	0	0	0
		Local.....	0	0	0
		Other.....	0	0	0
		Total.....	\$171,000	\$0	\$0
Priority No.	Project Title/Comments	Location	Source of Funds	Agency Request	OB Recommended
(1)	(2)		(3)	(4)	(5)
1	Water Treatment Plant Upgrade	Mansfield	B	\$6,000	
2	Ross Hall Renovation or Replacement	Edinboro	B	18,000	
3	Additional Funding for Steam Distribution System Renovation	Shippensburg	B	10,000	
4	Additional Funding for Carver Science Building Renovation	Cheyney	B	6,000	
5	Waste Water Treatment Plant Upgrade	Cheyney	B	10,000	
6	ADA Modifications	Cheyney	B	8,000	
7	Lytle Hall Replacement	Kutztown	B	30,000	
8	Campus Geothermal Utility Conversion, Phase I	West Chester	B	10,000	
9	Keystone Hall Renovation	California	B	13,000	
10	Tippin Gymnasium Renovation and Expansion	Clarion	B	40,000	
11	McCarthy Hall Renovation	West Chester	B	20,000	
			TOTAL	\$171,000	\$0

Agency: Pennsylvania State System of Higher Education Capital Budget Authorization Request Departmental Summary of Requests (Dollars in Thousands) Original Furniture and Equipment		Source of Funds	Agency Request	OB Recommended	Difference
		Bond.....	\$3,000	\$0	\$0
		Current.....	0	0	0
		Federal.....	0	0	0
		Local.....	0	0	0
		Other.....	0	0	0
		Total.....	\$3,000	\$0	\$0
Priority No.	Project Title/Comments	Location	Source of Funds	Agency Request	OB Recommended
(1)	(2)		(3)	(4)	(5)
1	Additional Funding for Sutliff Hall Addition	Bloomsburg	B	\$500	
2	Additional Funding for Replacement of Rosenkrans Hall	East Stroudsburg	B	1,000	
3	Additional Funding for Renovation and Construction of a Science and Math Center, East Campus	Lock Haven	B	1,500	
	TOTAL			\$3,000	\$0

**Summary of the Salary Reopener Provision of the Collective Bargaining
Agreement and Memorandum of Understanding
between the
Pennsylvania State System of Higher Education and
The Office and Professional Employees International Union Healthcare America
(OPEIU) Local 112**

Salaries

Lump Sum Cash Payment:

Each permanent full-time employee (FTE) in an active pay status on September 1, 2007 shall receive a one-time lump sum cash payment of \$1,250. Each permanent part-time employee (at least 50% FTE) in an active pay status on September 1, 2007 shall receive a one-time lump sum cash payment of \$625.

Any substitute nurse who worked a minimum of four hundred (400) hours from January 1, 2007 through June 30, 2007 and returned to active pay status at the same University prior to October 31, 2007 shall receive a lump sum cash payment of \$400 on December 7, 2007.

Increment:

Fiscal Year 2007-2008

Employees shall be eligible to receive a one step service increment or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in January 2008.

An increment is valued at approximately 2.25%.

**Summary of the Major Provisions of the Tentative Collective Bargaining
Agreement and Memorandum of Understanding
between the
Pennsylvania State System of Higher Education/
Commonwealth of Pennsylvania
and
PSSU Local 668 SEIU Pennsylvania Social Services Union (PSSU)
(July 1, 2007 to June 30, 2011)**

Term

The agreement will be effective July 1, 2007 and expires June 30, 2011.

Salaries

Lump Sum Cash Payment:

Each permanent full-time employee in an active pay status on July 1, 2007 shall receive a one time lump sum cash payment of \$1,250. Each permanent part-time employee (at least 50% FTE) in an active pay status on July 1, 2007 shall receive a one time lump sum cash payment of \$625.

General Pay Increases:

Fiscal Year 2008-2009	3% Effective July 1, 2008
Fiscal Year 2009-2010	3% Effective July 1, 2009
Fiscal Year 2010-2011	4% Effective October 1, 2010

Increments:

Fiscal Year 2007-2008

Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in January 2008.

Fiscal Year 2008-2009

Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in January 2009.

Fiscal Year 2009-2010

Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in January 2010.

Fiscal Year 2010-2011

Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in January 2011.

An increment is valued at approximately 2.25%.

Health Benefits

Employee Contribution (percentage of gross base salary):

Effective July 2007	No change in current employee contribution of 1% of salary with .5% waiver for participation in the Get Healthy Program
Effective July 2008	Employee contribution increases to 1.5% of salary with .5% waiver for participation in the Get Health Program
Effective July 2009	Employee contribution increases to 2.0% of salary with 1% waiver for participation in the Get Healthy Program
Effective October 2010	Employee contribution increases to 3.0% of salary with 1.5% waiver for participation in the Get Healthy Program

Employer Contribution to the PEBTF:

Fiscal Year 2007-2008	\$330 bi-weekly per employee
Fiscal Year 2008-2009	\$365 bi-weekly per employee
Fiscal Year 2009-2010	\$400 bi-weekly per employee
Fiscal Year 2010-2011	\$440 bi-weekly per employee

Retired Employee Health Program (REHP)

An employee who retires on or after July 1, 2007, and who elects REHP coverage, shall continue to contribute to the cost of retiree health coverage. The annual retiree contribution rate, as a percentage of the employee's final annual gross salary at the

time of retirement, shall be equal to the active employee contribution rate in effect on the date of retirement. The annual retiree contribution rate shall change thereafter in accordance with the percentage of the active employee contribution rate.

Leaves of Absence Without Pay with Benefits

Sick leave without pay, parental leave without pay and family care leave without pay are combined for one aggregate 6-month period of unpaid leave with benefits on a rolling 12-month year basis provided the employee has at least 1250 hours of actual work time within the 12-month period preceding the commencement of the leave. When medically necessary, leave shall be approved on an intermittent or reduced time basis during the first 12 weeks of absence. Paid sick leave, sick family and additional sick family, to the extent otherwise available, must be used concurrently with unpaid leave. If an employee opts to use other forms of paid leave, e.g., annual or personal, such leave would also run concurrently and reduce the unpaid leave entitlement.

**Summary of the Major Provisions of the Tentative Collective Bargaining
Agreement and Memorandum of Understanding
between the
Pennsylvania State System of Higher Education and
Security, Police, and Fire Professionals of America (SPFPA)
September 1, 2007 to August 31, 2011**

Term

The agreement and memorandum will be effective September 1, 2007, and expires August 31, 2011.

Class Specification Revisions

September 1, 2007

- All Police Officer classifications have been revised.
- Police Officer II Supervisory has been adjusted upward one pay range and consolidated with Police Officer III into the new classification of Police Supervisor.

Salaries

2007-2008

- September 1, 2007 - Revised pay schedules for Police Officers increasing starting salaries
- September 1, 2007 - \$1000 cash payment for permanent full-time Police Officers in active pay status
- September 1, 2007 - \$500 cash payment for permanent part-time Police Officers (at least 50% FTE) in active pay status
- September 1, 2007 - \$1250 cash payment for permanent full-time Security Officers in active pay status
- September 1, 2007 - \$625 cash payment for permanent part-time Security Officers (at least 50% FTE) in active pay status
- Eligible employees receive a one step service increment or a one-time cash payment the first full pay in January 2008.

2008-2009

- 3% general pay increase July 1, 2008
- Eligible employees receive a one step service increment or a one-time cash payment the first full pay in January 2009.

2009-2010

- 3% general pay increase July 1, 2009
- Eligible employees receive a one step service increment or a one-time cash payment the first full pay in January 2010.

2010-2011

- 4% general pay increase October 1, 2010
- Eligible employees receive a one step service increment or a one-time cash payment the first full pay in January 2011.

An increment is valued at approximately 2.25%.

Health Care Benefits

- Employee contributions will increase from the current 10% of premium to 15% of premium by the end of the contract. In addition, employees who do not participate in a new wellness program will pay an additional contribution penalty based on the following schedule:

<u>Effective Date</u>	<u>Base Contribution</u>	<u>Additional Contribution</u>	<u>Total</u>
September 1, 2007	10%	0%	10%
July 1, 2008	10%	0%	10%
January 1, 2009	10%	5%	15%
July 1, 2009	10%	10%	20%
July 1, 2010	15%	10%	25%

- Effective September 1, 2007, the indemnity plan will be closed to new enrollments. There will be an open enrollment in November 2007 for reselection of the indemnity plan by current indemnity plan members.
- Effective January 1, 2008, the \$100 deductible for the prescription drug plan is eliminated and the co-pay will be \$0, \$15, and \$30 (the current co-pay schedule is \$5, \$10, and \$20).

- Employees retiring on or after July 1, 2008, will contribute to their annuitant health benefits based upon the same base contribution rate as active employees, as may be adjusted, applied to the premium rate at the time of retirement.

**Summary of the Major Provisions of the Tentative Faculty Collective Bargaining Agreement between
Pennsylvania State System of Higher Education and
Association of Pennsylvania State College and University Faculties (APSCUF)
July 1, 2007 to June 30, 2011**

Term

The agreement will be effective July 1, 2007, and expires June 30, 2011.

Salary Increases

Fiscal Year 2007-2008

- \$1,750 cash payment for full-time regular faculty members in active pay status at the start of the fall 2007 semester
- An increment at the start of the fall 2007 semester

Fiscal Year 2008-2009

- 3% general pay increase effective at the start of the fall 2008 semester
- An increment at the start of the fall 2008 semester

Fiscal Year 2009-2010

- 3% general pay increase effective at the start of the fall 2009 semester
- An increment at the start of the fall 2009 semester

Fiscal Year 2010-2011

- 4% general pay increase effective October 1, 2010
- An increment at the start of the fall 2010 semester

Faculty members at the top of the pay scale will receive a one time cash payment in the last year of the contract equivalent to an increment.

Summer School Compensation

- Summer school compensation will be based on the following salary schedule:

- Summer 2007 - Fall 1999 Salary Schedule
- Summer 2008 - Fall 2001 Salary Schedule
- Summer 2009 - Fall 2001 Salary Schedule
- Summer 2010 - Fall 2005 Salary Schedule

Health Care Benefits

- Employee contributions will increase from the current 10% of premium to 15% of premium by the end of the contract. In addition, employees who do not participate in a new wellness program will pay an additional contribution penalty based on the following schedule:

<u>Effective Date</u>	<u>Base Contribution</u>	<u>Additional Contribution</u>	<u>Total</u>
July 1, 2007	10%	0%	10%
July 1, 2008	10%	0%	10%
January 1, 2009	10%	5%	15%
July 1, 2009	10%	10%	20%
July 1, 2010	15%	10%	25%

- Effective July 1, 2007, the indemnity plan will be closed to new enrollments. There will be an open enrollment in November 2007 for reselection of the indemnity plan by current indemnity plan members.
- Effective January 1, 2008, the \$100 deductible for the prescription drug plan is eliminated, and the co-pay will be \$0, \$15, and \$30 (current co-pay schedule is \$5, \$10, and \$20).
- Employees retiring on or after July 1, 2008, will contribute to their annuitant health benefits based upon the same base contribution rate as active employees, as may be adjusted, applied to the premium rate at the time of retirement.

Domestic Partner Benefits

Extend health care and tuition waiver benefits to domestic partners and dependents of domestic partners as defined in the existing collective bargaining agreement.

Rank and Tenure Status for Provost and Academic Deans

Presidents will be able to appoint a Provost and Academic Deans with rank and tenure. This provision also applies to incumbent Provosts and Academic Deans.

Elimination of McGuire, Zeigler, and other Pennsylvania Department of Education Memoranda

These memoranda required APSCUF approval prior to management being able to utilize a full-time or part-time temporary faculty member beyond two years.

Percentage of Temporary Faculty Members

The percentage of temporary full-time and part-time faculty members hired at a University is capped at 25% (full-time equivalent [FTE]). Current language provided a 7% (head-count) limit on the number of part-time temporary faculty members.

Faculty Promoted in Fall 2003

For faculty members promoted in the fall 2003, a salary adjustment will be provided in academic year 2007-2008. At the time of promotion, these individuals did not receive the full value of a promotion in comparison to others promoted in subsequent years.

Distance Education

- Online/web-based distance education courses must have at least 80% of the course instruction delivered online to be considered for additional compensation.
- Base compensation for distance education in the summer will be calculated on the summer school rate and not the continuing education rate or academic year salary.
- Faculty teaching interactive television (ITV) will receive a payment of \$15 per student enrolled in remote locations. Current compensation is \$500 for up to ten students and \$40 for each additional student, although the compensation for a remote site has been increased from \$100 to \$250.
- Faculty teaching online courses will receive a payment of \$25 per student enrolled. Current compensation is \$500 for up to ten students and \$40 for each additional student.
- Alter compensation for developing distance education courses such that compensation for a typical three-hour online course increases from \$2,000 to \$2,400 but compensation for other courses (less than three-hours or ITV courses) would be reduced by \$400 to \$1,600. The faculty member is also required to teach the course four times within four years as part of the compensation contract rather than only once as is the case in the current contract.
- Compensation for revising a distance education course ranges from \$0 to \$300 and is provided only every five years. Currently faculty members can receive \$2,000 every three years.

Regular Part-time Faculty

Negotiated terms and conditions of employment such as non-tenure track status, workload, and renewal/non-renewal of employment for regular part-time (RPT) faculty. Local agreements on RPT faculty are null and void.

**Summary of the Major Provisions of the Tentative Collective Bargaining
Agreement between
Pennsylvania System of Higher Education and Association of Pennsylvania
State College and University Faculties Non-Faculty Athletic Coaches
July 1, 2007 to June 30, 2011**

Term

The agreement will be effective July 1, 2007, and expires on June 30, 2011.

Salary Increases

Fiscal Year 2007-2008

- July 1, 2007 - \$1,250 lump sum payment for full-time coaches; \$625 lump sum payment for regular part-time coaches
- January 1, 2008 - 2.25% salary adjustment for coaches with at least one year of service as of January 31, 2008

Fiscal Year 2008-2009

- July 1, 2008 - 3% Merit Pool to be distributed as follows:

Significantly Exceeds Expectations	3%
Above Expectations	2%
At Expectations	1%
Below Expectations	0%
Unsatisfactory	0%
- January 1, 2009 - 2.25% salary adjustment for coaches with at least one year service as of January 31, 2009

Fiscal Year 2009-2010

- July 1, 2009 - The minimum salary for a full-time head coach shall be increased from \$35,000 to \$37,500, and the minimum salary for a full-time assistant coach shall be increased from \$30,000 to \$32,500
- July 1, 2009 - The minimum salary for part-time head and assistant coaches, regardless of the sport that he/she coaches, shall be a percentage of \$27,500 for head coaches and \$22,500 for assistant coaches

- July 1, 2009 - 3% Merit Pool to be distributed as follows:

Significantly Exceeds Expectations	3%
Above Expectations	2%
At Expectations	1%
Below Expectations	0%
Unsatisfactory	0%

- January 1, 2010 - 2.25% salary adjustment for coaches with at least one year of service as of January 31, 2010

Fiscal Year 2010-2011

- July 1, 2010 - 4% Merit Pool to be distributed as follows:

Significantly Exceeds Expectations	4%
Above Expectations	3%
At Expectations	2%
Below Expectations	0%
Unsatisfactory	0%

- January 1, 2011 - 2.25% salary adjustment for coaches with at least one year of service as of January 31, 2011

Health Care Benefits

- Employee contributions will increase from the current 1% of gross base salary to 1.5% by the end of the contract. In addition, employees who do not participate in a new wellness program will pay an additional contribution penalty based on the following schedule:

<u>Effective Date</u>	<u>Base Contribution</u>	<u>Additional Contribution</u>	<u>Total</u>
July 1, 2007	1%	0%	1%
July 1, 2008	1%	0%	1%
January 1, 2009	1%	0.5%	1.5%
July 1, 2009	1%	1%	2%
July 1, 2010	1.5%	1.5%	3%

- Effective July 1, 2007, the indemnity plan will be closed to new enrollments. There will be an open enrollment in November 2007 for reselection of the indemnity plan by current indemnity plan members.

- Effective January 1, 2008, the \$100 deductible for the prescription drug plan is eliminated, and the co-pay will be \$0, \$15, and \$30 (current co-pay schedule is \$5, \$10, and \$20).
- Employees retiring on or after July 1, 2008, will contribute to their annuitant health benefits based upon the same base contribution rate as active employees, as may be adjusted, applied to the coach's final annual gross salary.

Compensatory Leave

By mutual agreement between the employer, the coaches' committee chairperson, and the non-exempt coach, compensatory leave may be granted in lieu of premium overtime pay.

Domestic Partners

Extend health care, supplemental benefits (dental, vision), and tuition waiver benefits to domestic partners and dependents of domestic partners as defined in the existing collective bargaining agreement.

Annual Performance Review and Evaluation

The performance review procedure and evaluation form was revised. The revised procedure and form includes establishing specific performance expectations based on expanded rating factors.

**PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION
SUMMARY OF MANAGEMENT
HEALTH CARE, SUPPLEMENTAL HEALTH CARE, TUITION WAIVER, AND LEAVE
BENEFIT PROGRAM CHANGES**

1. Indemnity plan closed to new enrollments effective November 1, 2007. Open enrollment for reselection of indemnity plan by current indemnity plan members in November 2007.
2. Consumer driven health plan to be developed and recommended by the Health Care Cost Containment Committee.
3. Active full-time employee base contributions based on maximum premium rate:

July 1, 2007	10%	employee contribution
July 1, 2008	10%	employee contribution
July 1, 2009	10%	employee contribution
July 1, 2010	15%	employee contribution
4. Active full-time employees in the PPO/indemnity plan pay additional contribution penalty for failure to participate in the wellness program:

January 1, 2009	5%	Total 15%
July 1, 2009	10%	Total 20%
July 1, 2010	10%	Total 25%
5. Eligible part-time employees continue to pay 50% of maximum premium rate plus additional contributions consistent with full-time rates set forth in 3. and 4. above at 50% of maximum premium rate. For example, in the first year of the contract, a part-time employee's total contribution shall be 55%.
6. Eliminate deductible for prescription drug plan and change co-payments to \$0 for generic, \$15 for brand formulary, and \$30 for brand non-formulary effective January 1, 2008.
7. Managers retiring on or after July 1, 2008 will contribute to the Annuitant Health Care Program at base rate of contribution paid by active managers set forth in 3. above, as may be adjusted, applied to premium rates for the plan in effect at date of retirement. Penalty provisions of paragraph 4. above do not apply.

8. Indemnity Plan not available to pre-Medicare retirees enrolled after June 30, 2009.
9. Health Care Cost Containment Committee to be reduced by two (2) members, one on each side.
10. Active employee health care and supplemental health care benefits coverage extended to include same-sex domestic partners and same-sex domestic partner's dependent children effective November 1, 2007.
11. Tuition waiver and leave benefits extended to include same-sex domestic partners and same-sex domestic partner's children of eligible managers effective November 1, 2007.

Attachment #12

- 1.** Establish a performance-based merit salary pool for State System managers 140 through 260 consisting of (a) \$1250 per manager and (b) 2.5% of management salaries with salary adjustments to be effective July 1, 2007;
- 2.** Accomplish salary adjustments consistent with the provisions of the new pay schedule and guidelines to be issued by the Office of the Chancellor giving the Chancellor and University Presidents the authority to set individual management salaries for managers in pay grades 140 through 260;
- 3.** Authorize the Chancellor in consultation with the Human Resources Committee of the Board of Governors to set the salaries of presidents in pay grade 260;
- 4.** Authorize the Chairman to set the salary of the Chancellor in pay grade 270; and
- 5.** Require University Presidents to report to the Chancellor on the overall distribution of merit increases for managers using the criteria provided.

**Resolution Honoring the Contributions
of
Dr. Jessica S. Kozloff**

WHEREAS, Dr. Jessica S. Kozloff has served as president of Bloomsburg University of Pennsylvania since July 1, 1994; and

WHEREAS, under the leadership of Dr. Jessica S. Kozloff, Bloomsburg University of Pennsylvania has been a leader in promoting student achievement and success, annually having among the highest student retention and graduation rates among all Pennsylvania State System of Higher Education Universities, and regularly being recognized as one of the best regional institutions in the Northeast; and

WHEREAS, the presidency of Dr. Jessica S. Kozloff has always been student-focused, with an emphasis on providing academic, social, civic, cultural, athletic and recreational opportunities to help students achieve their full potential; and

WHEREAS, during the tenure of Dr. Jessica S. Kozloff, Bloomsburg University of Pennsylvania's facilities have undergone unprecedented growth, with new and renovated academic buildings and residence halls and innovative technological advances to better serve students' needs; and

WHEREAS, under Dr. Jessica S. Kozloff's leadership, Bloomsburg University of Pennsylvania established the College of Science and Technology; gained important program accreditations, including from the Association to Advance Collegiate Schools of Business; and introduced new programs, including computer forensics and the first doctoral degree in clinical audiology; and

WHEREAS, Dr. Jessica S. Kozloff helped raise the stature of both Bloomsburg University of Pennsylvania and the Pennsylvania State System of Higher Education as chair of the Middle States Commission on Higher Education and as a member of the Board of Directors of the American Association of State Colleges and Universities and through her service on the National Collegiate Athletic Association's Presidents Council and Presidents Leadership Group of the Higher Education Center for Alcohol and Other Drugs; and

WHEREAS, Dr. Jessica S. Kozloff has announced her intent to retire December 31, 2007, as president of Bloomsburg University of Pennsylvania after more than 13 years of service;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for the many contributions Dr. Jessica S. Kozloff has made to public higher education and to the education of students at Bloomsburg University of Pennsylvania and extends its best wishes to President Kozloff and her husband, Dr. Stephen Kozloff, for a healthy and happy retirement.

Unanimously adopted by the Board
October 11, 2007

Kenneth M. Jarin, Chairman