

PENNSYLVANIA'S STATE SYSTEM OF HIGHER EDUCATION



# Board of Governors Meeting

July 14-15, 2021



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education



# Board of Governors Meeting

July 14-15, 2021

Via Zoom

Members of the public who wish to offer public comment should visit [www.passhe.edu/meeting](http://www.passhe.edu/meeting) for details

## Wednesday, July 14, 2021

### 10:30 a.m. Board of Governors Meeting

1. Roll call
2. Chairwoman's remarks
3. Remarks by union leaders
4. Update from PACT president
5. Public comment
6. Consent agenda  
*These items will be considered in one motion unless a member wishes to have an item removed for individual discussion*
  - a. Meeting Minutes 4/15/21 (page 5)
  - b. Meeting Minutes 4/28/21 (page 11)
  - c. Meeting Minutes 6/30/21 (page 13)
7. Consideration of West and Northeast university integrations (page 16)
8. Diversity, equity and inclusion update (page 18)
9. State System Foundation update (page 19)
10. Student Success Committee
  - a. Student Transfer Policy Update (page 21)



## Thursday, July 15, 2021

### 10:00 a.m. Board of Governors meeting resumes

11. Governance and Leadership Committee
  - a. Student trustee appointments (page 29)
12. University Success Committee
  - a. Fiscal Year 2021-22 educational & general appropriation allocation (page 36)
13. Board consideration
  - a. Non-Discrimination Policy (page 42)
  - b. Consideration of committee actions
  - c. Board officer elections (page 46)
14. New business
15. Adjournment

*Executive Session may be called if needed  
Sequence of agenda items may change as needed*



# Consent Agenda



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

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

**Meeting Minutes  
Draft for Approval**

281<sup>st</sup> Meeting  
Thursday, April 15, 2021

Via Zoom

9:00 a.m.

**ATTENDING**

**Board of Governors:**

Representative Timothy P. Briggs  
Nicole L. Dunlop  
Alexander H. Fefolt  
William A. Gindlesperger  
Donald E. Houser, Jr.  
Allison Jones, Designee for  
Secretary Snead  
Senator Scott Martin  
David M. Maser (Vice Chair)  
Marian D. Moskowitz  
Thomas S. Muller

Dr. Patricia Landis, Designee for  
Deputy Secretary Tanya Garcia  
Representative Brad Roae  
Senator Judith L. Schwank  
Cynthia D. Shapira (Chair)  
Samuel Smith (Vice Chair)  
Larry C. Skinner  
Stephen L. Washington, Jr.  
Neil R. Weaver  
Janet L. Yeomans

In attendance was (non-voting) Board Faculty Liaison, Jamie L. Phillips.

Chairwoman Shapira called the meeting to order at 9:02 a.m.

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

**EXECUTIVE SESSION NOTATION**

The Chair reported that the Board met in executive session Wednesday, April 14, 2021, from 4:26 p.m. to 5:17 p.m. to discuss items related to personnel and legal matters.

**CHAIR'S REMARKS** (Full remarks in video archive.)

Chairwoman Shapira welcomed Board of Governor members, reviewed the meeting agenda, and offered additional comments on the efforts of the numerous working groups for all their efforts in the development of the integration plans that will be presented at the April 28, 2021 meeting.

**PUBLIC COMMENT**

None

**REMARKS BY UNION LEADERS** (Full remarks in video archive)

APSCUF President - Dr. Jamie Martin

**REMARKS BY PACT PRESIDENT** (Full remarks in video archive)

PACT President - Jack Wabby

**CONSENT AGENDA**

Chairwoman Shapira moved that the Consent Agenda be approved as presented:

- Minutes for the February 4, 2021 meeting
- State System Foundation Recertification

Voice vote. The motion passed unanimously.

**CHANCELLOR GREENSTEIN REMARKS** (Full remarks in video archive)

Chancellor Greenstein offered remarks on the efforts of building the institutional integrations plans with a commitment to inclusion and transparency.

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**STUDENT SUCCESS COMMITTEE**

(Full remarks in video archive)

Committee Chair, David Maser, offered remarks and presented the 2021 Syed R. Ali-Zaidi Award for Academic Excellence to Caelan Brooks, a student at Kutztown University of Pennsylvania. President Hawkinson provided an introduction and recognized Ms. Brooks for her achievement.

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**COMMISSION ON DIVERSITY, EQUITY AND INCLUSION**

(Full remarks in video archive)

Committee Chair, Janet Yeomans, provided an update on the Commission's charges and progress report. Dr. Denise Pearson, Vice Chancellor, Chief Diversity, Equity, and Inclusion Officer, reviewed the strategic framework and initiatives of the Commission. Committee Chair Yeomans and Dr. Pearson fielded a few questions about the proposed framework and its implementation across the System.

**COMMITTEE CHAIR YEOMANS MOVED THAT THE FULL BOARD ACCEPT THE COMMISSION'S REPORT, APPROVE THE DEI STATEMENT OF AFFIRMATION, AND AFFIRM THE DIRECTION OF THE DEI STRATEGIC FRAMEWORK AS PRESENTED.**

Voice Vote. The motion passed unanimously. No opposition.

## **PREPARED4PA PRESENTATION**

(Full remarks in video archive)

Hope Lineman, Strategic Advisor to the Chancellor on Workforce Innovation, and Dean, Career and Workforce Education, Clarion University of Pennsylvania, provided an overview of the work the committee has done to date and reviewed the presentation included in the agenda materials on preparing Pennsylvania's Workforce of the Future.

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## **UNIVERSITY SUCCESS COMMITTEE**

(Full remarks in video archive)

Committee Chair, Thomas Muller, reviewed the Committee items as presented in the meeting materials. Roll call was conducted and the following committee members were present for the discussion: Governors Weaver, Dunlop, Gindlesperger, Roae, Designee Jones, and Yeomans.

Molly Mercer, Chief Financial Officer, provided a review of each of the following items for consideration:

- 2021-22 and Tentative 2022-23 Basic Tuition and Technology Tuition Fee Rates
- Housing Acquisition and Financing, Millersville University of Pennsylvania
- New Bond Issue, Series AZ
- Property Disposal, Indiana University of Pennsylvania
- Financial Sustainability – Mansfield University of Pennsylvania

**COMMITTEE CHAIR MULLER MOVED THAT THE FULL BOARD APPROVE THE 2021-22 AND TENTATIVE 2022-23 TUITION SCHEDULE (ATTACHMENT 1) AND THE 2021-22 AND TENTATIVE 2022-23 TECHNOLOGY TUITION FEE SCHEDULE (ATTACHMENT 2), AS UPDATED IN ATTACHMENTS 1 AND 2 TO REFLECT A ZERO INCREASE IN TUITION AND TECHNOLOGY TUITION FEE.**

Voice Vote. The motion passed unanimously. No opposition.

**COMMITTEE CHAIR MULLER MOVED THAT THE FULL BOARD APPROVE MILLERSVILLE UNIVERSITY'S ACQUISITION OF ON-CAMPUS STUDENT RESIDENCE HALLS FROM STUDENT SERVICES INCORPORATED AND BOND FINANCING OF THE CURRENT DEBT.**

Voice Vote. The motion passed unanimously. No opposition.

**COMMITTEE CHAIR MULLER MOVED THAT THE FULL BOARD ADOPT THE ATTACHED RESOLUTION AUTHORIZING THE ISSUANCE OF BONDS UP TO A MAXIMUM PROJECT CASH OF \$146.1 MILLION.**

Voice Vote. The motion passed unanimously. No opposition.

**COMMITTEE CHAIR MULLER MOVED THAT THE FULL BOARD APPROVE INDIANA UNIVERSITY'S REQUEST TO PROCEED WITH DISPOSAL OF PROPERTY KNOWN AS IUP NORTHPOINTE.**

Voice Vote. The motion passed unanimously. No opposition.

**COMMITTEE CHAIR MULLER MOVED THAT THE FULL BOARD APPROVE A LOAN FOR MANSFIELD UNIVERSITY OF PENNSYLVANIA OF UP TO \$7.0 MILLION WITH THE FOLLOWING PAYMENT TERMS AND LOAN COVENANTS.**

- **THE BORROWER AGREES THAT THE PRINCIPAL AND ANY AND ALL ACCRUED INTEREST WILL BE PAID BY A TRANSFER OUT OF ITS OPERATING ACCOUNT IN ACCORDANCE WITH SCHEDULE(S) DESCRIBED IN THE DRAFT PROMISSORY NOTE, ATTACHED. THE BORROWER ALSO AGREES TO RECORD A "NOTE PAYABLE" ON ITS FINANCIAL STATEMENTS ON THE EFFECTIVE DATE OF EACH DRAW.**
- **IN ACCORDANCE WITH SYSTEM PROCEDURE/STANDARD 2019-40: UNIVERSITY FINANCIAL SUSTAINABILITY, THE BORROWER MUST:**
  - **ENSURE SUSTAINABILITY PLANS MEET THE STUDENT FACULTY RATIO REQUIREMENTS AS OUTLINED IN THE OBJECTIVES IN THE COMPREHENSIVE PLANNING PROCESS.**
  - **AGREE THAT IF THE PLAN DOES NOT ACHIEVE THE RATIOS AND/OR IS NOT APPROVED BY THE CHANCELLOR, THE CHANCELLOR/DESIGNEE, AS DIRECTED BY THE BOARD, MAY TEMPORARILY OR INDEFINITELY SUSPEND SOME OR ALL OPERATIONS IN ACCORDANCE WITH BOARD OF GOVERNORS' POLICY 2019-01: UNIVERSITY FINANCIAL SUSTAINABILITY.**
  - **RECEIVE CHANCELLOR APPROVAL BEFORE ANY HIRING OF NEW EMPLOYEES OR ENTERING INTO NEW CONTRACTS.**
  - **AS PART OF THE UPDATED SUSTAINABILITY PLAN, PROVIDE A HOUSING PLAN TO ADDRESS OCCUPANCY AND DEBT; REPORT EACH SEMESTER ON REVENUE, OCCUPANCY AND CAPACITY BY RESIDENCE HALL.**
  - **PROVIDE MONTHLY CASHFLOW UPDATES, AS PRESCRIBED BY THE OFFICE OF THE CHANCELLOR, REFLECTING ANTICIPATED REVENUES, EXPENDITURES, AND AGING PAYABLES.**
  - **PROVIDE ACTUAL HEADCOUNT AND FULL-TIME EQUIVALENT ENROLLMENT EACH SEMESTER, AND UPDATED ENROLLMENT PROJECTIONS FOR EACH UPCOMING TERM.**
  - **PROVIDE QUARTERLY PROGRESS AGAINST THE SUSTAINABILITY PLAN, WHICH MUST INCLUDE AT A MINIMUM ATTAINMENT OF WORKFORCE AND OPERATING GOALS, AS DESCRIBED IN THE APPROVED SUSTAINABILITY PLAN.**
  - **COMPLY WITH OTHER SUCH ACTIONS AS THE BOARD OF GOVERNORS DIRECTS TO ACHIEVE FINANCIAL SUSTAINABILITY.**

Voice Vote. The motion passed unanimously. No opposition.

## **GOVERNANCE AND LEADERSHIP COMMITTEE**

(Full remarks in video archive)

Committee Chair, Don Houser, reviewed the Committee items as presented in the meeting materials. Roll call was conducted and the following committee members were present for the discussion: Governors Fefolt, Smith, Senator Schwank, Maser, and Yeomans. Governor Martin was not present.

The following items were presented by the Committee for action:

- Student Trustee Appointments
- Policy Revision - 1983-13-A: *Process for Recommending Presidential Appointment*

Each respective university president provided brief introductions of their student nominee, followed by each student providing a few remarks regarding their appointment.

**COMMITTEE CHAIR DON HOUSER MOVED THAT THE FULL BOARD APPOINT KATHRYN ROBINSON, CLARION UNIVERSITY; WILLIAM GREEN, EAST STROUDSBURG UNIVERSITY; JOHN WHEELER, EDINBORO UNIVERSITY, MAURA KING, INDIANA UNIVERSITY; AND MADISON WHITCOMB, MILLERSVILLE UNIVERSITY, TO THEIR RESPECTIVE UNIVERSITY'S COUNCIL OF TRUSTEES.**

Voice Vote. The motion passed unanimously. No opposition.

Dr. Randy Goin, Deputy Chancellor, provided an overview of the proposed policy changes as presented in the meeting materials.

**COMMITTEE CHAIR DON HOUSER MOVED THAT THE FULL BOARD APPROVE REVISIONS TO POLICY 1983-13-A AND THE ASSOCIATED PROCEDURES AND STANDARDS AS REFLECTED IN THE BOARD MATERIALS.**

Voice Vote. The motion passed unanimously. No opposition.

**BOARD CONSIDERATION** (Full remarks in video archive)

- Ratification of committee actions:
  - 11a. Tuition and technology fee rates
  - 11b. Millersville University housing acquisition and bond financing
  - 11c. New bond issue, Series AZ
  - 11d. Indiana University property disposal
  - 11e. Financial sustainability – Mansfield University loan
  - 12a. Student trustee appointments
  - 12b. Revision to Policy 1983-13-A (Presidential Appointments)
- Appointment of Shippensburg University Interim President
- Resolution Honoring Shippensburg University's President Laurie Carter

**CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD APPROVE THE ACTIONS TAKEN BY THE UNIVERSITY SUCCESS AND GOVERNANCE AND LEADERSHIP COMMITTEES.**

Voice Vote. The motion passed unanimously. No opposition.

**GOVERNOR GINDLESBERGER MOVED THAT THE BOARD APPROVE THE APPOINTMENT OF DR. CHARLES PATTERSON TO SERVE AS INTERIM PRESIDENT OF SHIPPENSBURG UNIVERSITY, EFFECTIVE JUNE 30, 2021, at 5:00 P.M. AND AUTHORIZES THE CHAIRWOMAN OF THE BOARD OF GOVERNORS AND CHANCELLOR TO EXECUTE THE NECESSARY DOCUMENTS.**

Voice Vote. The motion passed unanimously. No opposition.

**RESOLUTION** (Full remarks in video archive)

A resolution was offered honoring Shippensburg University's President, Laurie Carter, who has accepted another position and is departing the State System.

**NEW BUSINESS**

None

**ADJOURNMENT**

The meeting adjourned at 12:12 p.m.

**ATTEST:**

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Randy A. Goin Jr., Ph.D.  
Deputy Chancellor

The meeting webcast is available here: <https://www.youtube.com/watch?v=qfxffESq68c>

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

**Meeting Minutes  
Draft for Approval**

282<sup>nd</sup> Meeting  
Wednesday, April 28, 2021

Via Zoom

8:32 a.m.

**ATTENDING**

**Board of Governors:**

Representative Timothy P. Briggs  
Nicole L. Dunlop  
Alexander H. Fefolt  
William A. Gindlesperger  
Donald E. Houser, Jr.  
Senator Scott Martin  
David M. Maser (Vice Chair)  
Marian D. Moskowitz  
Thomas S. Muller  
Deputy Secretary Tanya I. Garcia (Designee)

Representative Brad Roae  
Senator Judith L. Schwank  
Cynthia D. Shapira (Chair)  
Samuel Smith (Vice Chair)  
Larry C. Skinner  
Secretary Allison Jones  
Stephen L. Washington, Jr.  
Neil R. Weaver  
Janet L. Yeomans

In attendance was (non-voting) Board Faculty Liaison, Jamie L. Phillips.

Chairwoman Shapira called the meeting to order at 8:32 a.m.

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

**CHAIR'S REMARKS** (Full remarks in video archive.)

Chairwoman Shapira welcomed all participants and offered additional comments on the agenda items presented for consideration to initiate the 60-day public comment period for the institutional integration plans for the Northeast and West universities.

**PUBLIC COMMENT** (Full remarks in video archive)

- Mary Jane Bowes, Chair, Bloomsburg University Councils of Trustees
- Kyle Schlecht, Student at Lock Haven University

**REMARKS BY UNION LEADERS** (Full remarks in video archive)

SCUPA President – Dr. Todd Spaulding

APSCUF President – Dr. Jamie Martin deferred remarks to Sam Claster, Faculty Member, Edinboro University, on behalf of APSCUF.

**REMARKS BY PACT PRESIDENT JACK WABBY** (Full remarks in video archive)

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**BOARD CONSIDERATION**  
(Full remarks in video archive)

Chancellor Greenstein presented an overview of the integrations plans and addressed questions and comments. University presidents offered comments and provided additional information.

**CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD OF GOVERNORS APPROVE THE PROPOSED WEST AND NORTHEAST INTEGRATION IMPLEMENTATION PLANS WHICH WILL INITIATE A 60-DAY PUBLIC REVIEW AND COMMENT PERIOD PRIOR TO FINAL CONSIDERATION BY THE BOARD.**

Roll Call vote. The motion passed. Representative Briggs and Governor Dunlop voted against the motion.

**RESOLUTIONS** (Full remarks in video archive)

Due to the time, resolutions honoring student members Nicole Dunlop and Alexander Fefolt, who will be graduating this May, will be presented at the July 2021 meeting.

**NEW BUSINESS**

None

**ADJOURNMENT**

The meeting adjourned at 10:34 a.m.

**ATTEST:**

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Randy A. Goin Jr., Ph.D.  
Deputy Chancellor

The meeting webcast is available here: [https://youtu.be/0I\\_zdYpGA\\_k](https://youtu.be/0I_zdYpGA_k)

**Board of Governors  
of  
Pennsylvania’s State System of Higher Education**

**Meeting Minutes  
Draft for Approval**

283<sup>rd</sup> Meeting  
Wednesday, June 30, 2021

Via Zoom

8:31 a.m.

**ATTENDING**

**Board of Governors:**

Robert W. Bogle	Representative Brad Roae
Representative Timothy P. Briggs	Senator Judith L. Schwank
William A. Gindlesperger	Cynthia D. Shapira (Chair)
Secretary Allison Jones	Larry C. Skinner
Senator Scott Martin	Samuel Smith (Vice Chair)
David M. Maser (Vice Chair)	Stephen L. Washington, Jr.
Marian D. Moskowitz	Neil R. Weaver
Deputy Secretary Tanya I. Garcia (Designee)	Janet L. Yeomans

In attendance was (non-voting) Board Faculty Liaison, Jamie L. Phillips.

Chairwoman Shapira called the meeting to order at 8:31 a.m.

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

**CHAIR’S REMARKS** (Full remarks in video archive)

Chairwoman Shapira welcomed all participants and noted that the Board would consider one action item. She also acknowledged the passing of the recent State budget and the everyone’s efforts in securing the much needed investment in the System and its students.

**CHANCELLOR’S REMARKS** (Full remarks in video archive)

Chancellor Greenstein addressed the Board and thanked everyone for their continued support and partnership in the System, which played a tremendous role in the passing of the State budget and funding for higher education overall.

**REMARKS BY UNION LEADERS** (Full remarks in video archive)

APSCUF President - Dr. Jamie Martin  
SCUPA President – Dr. Todd Spaulding

**PUBLIC COMMENT** (Full remarks in video archive)

Monica Zheng, student, West Chester University  
Nick Marcil, graduate student, West Chester University  
Jocelyn Lunney, parent and SEIU Union leader  
Susan Rutledge, faculty, California University

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**GOVERNANCE AND LEADERSHIP COMMITTEE**

(Full remarks in video archive)

Committee Chair, Sam Smith, reviewed the Committee item as presented in the meeting materials, and asked that the full Board consider the appointment of the two student board members as presented by the Committee for action.

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**BOARD CONSIDERATION**

(Full remarks in video archive)

**CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD OF GOVERNORS APPOINT ZAKARIYA SCOTT OF BLOOMSBURG UNIVERSITY AND ALEXANDER ROBERTS OF EDINBORO UNIVERSITY AS MEMBERS OF THE BOARD IN ACCORDANCE WITH THE STATE SYSTEM'S ENABLING LEGISLATION, AS AMENDED.**

Voice Vote. The motion passed unanimously. No opposition.

**ADJOURNMENT**

The meeting adjourned at 10:19 a.m.

**ATTEST:**

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Randy A. Goin Jr., Ph.D.  
Deputy Chancellor

The meeting webcast is available here: <https://youtu.be/g49KsodesnY>



# Agenda Items



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**Board of Governors**  
July 14-15, 2021

**SUBJECT:** University Integrations (ACTION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** University integrations are part of the broader System Redesign effort launched by the Board of Governors in 2016 as a means to ensure the State System's 14 universities continue serving their vital historical roles as engines of social mobility and economic development by offering affordable postsecondary pathways for all Pennsylvanians.

By bringing California, Clarion, and Edinboro together in the west and Bloomsburg, Lock Haven, and Mansfield together in the northeast, university integrations are designed to provide students greater access to a comprehensive range of postsecondary degrees and credentials, including a wide range of majors, minors, and areas of concentration.

Each campus will continue to provide a residential university experience including face-to-face classes and engagement with faculty and staff, participation on athletic teams, in co-curricular activities, and in student clubs and organizations. The integrated universities will also provide opportunities for working students and others seeking online and hybrid learning modalities. Students at the integrated universities will also benefit from enhanced support services that lead to improved educational outcomes.

Each integrated university will have:

- a single president and leadership team with one reporting relationship to the Board of Governors through the Chancellor;
- a unified faculty providing instruction in a single academic program array that leverages program, faculty, and facilities strengths at the three partner campuses and in which the majority of credentials, majors, minors, and areas of concentration are available to all students at each of the partner campuses through a combination of face-to-face and remote instruction —with general education courses available on each campus through face-to-face instruction;
- an integrated enrollment management strategy and student-facing supports and services;
- a robust student recruitment process with an expanding array of high schools, community colleges, and other education providers, including robust dual enrollment and transfer articulation agreements and associated student supports;
- significantly expanded opportunities for adult students seeking to re-skill and up-skill through nondegree credentialing courses; and
- continued use of each campus's historic name and brand identity as part of its respective integrated university.

The attached implementation plans are the result of nearly a year's worth of work by more than 1000 students, faculty, staff and others who were part of more than 200 workgroups. These documents also benefited from the collective input gleaned from more than eight hours of live public comments across four hearings and multiple board meetings plus more than 1000 written

comments received during the 60-day public comment period. Because of the input received through this process, the plans were updated (since initially introduced in April) to include:

- an extended timeline for the curriculum integration process;
- survey data that show current and prospective students (and their parents) overwhelmingly are open to taking some classes online in exchange for more access to options;
- community impact study data that show both the West and Northeast integrations would have a greater positive economic impact than their institutions would have if not integrated;
- updated financial projections with current information about 2021/22 student tuition and the availability of federal funding;
- clarity that motion language used to approve integrations would prohibit the closure of any partner campus that was previously an independently accredited university;
- recommendations regarding the possible structure of the Councils of Trustees at the integrated universities;
- clarification regarding the intended use of, support for, and reliance upon online modalities;
- results from a third-party review of financial projections that verify the plans' assumptions are within industry standards;
- transitional financial protections for universities operating sustainably at integration;
- clarified integration goals and objectives;
- clarified implementation timelines including timelines for more detailed organizational information; and
- clarified importance and role of advocacy for greater state funding.

The plans assume the integrated universities will begin operations in fiscal year 2022/23 and will phase-in changes over a multiyear timeline with mission critical changes phased in first. The process for implementing these plans will be collaborative and transparent, requiring the sustained engagement of students, faculty, staff, university and system leaders, elected officials, community leaders and others across the State System. Quarterly updates would be provided to the Board of Governors and General Assembly according to Act 50 and to ensure alignment with board-approved metrics so that adjustments can be made as needed.

**MOTION:** That the Board of Governors approves the updated West and Northeast implementation plans as provided to the Board; further, with this action, the Board expressly prohibits the closure of the campuses at Bloomsburg, California, Clarion, Edinboro, Lock Haven, and Mansfield.

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**Supporting Documents:** (CLICK EACH TO DOWNLOAD): [West](#) and [Northeast](#) Plans; [Guide to Plan Changes](#); Tracked changes versions of the [West](#) and [Northeast](#) plan

**Other Supporting Documents Available:** [www.passhe.edu/integrations](http://www.passhe.edu/integrations)

**Reviewed by:** Office of the Chancellor; Legal Counsel

**Prepared by:** Randy A. Goin Jr.

**Email:** [rgoin@passhe.edu](mailto:rgoin@passhe.edu)

**Board of Governors Meeting**

July 14-15, 2021

**SUBJECT:** Diversity, Equity and Inclusion Update (INFORMATION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** At its April 15, 2021 quarterly meeting, the Board of Governors affirmed the new systemwide DEI framework and adopted the following DEI Statement of Affirmation:

*The Board of Governors of Pennsylvania's State System of Higher Education affirms its steadfast commitment to ensuring the entire State System operates from a foundation of values that:*

- *fosters the success of all students, faculty, and staff;*
- *expects that our universities be places where human dignity is never compromised and every student that enrolls and employee or contractor we engage is welcomed and has access to the support they need to succeed; and*
- *affirms the transformative power of higher education including its ability to expand knowledge, challenge assumptions, improve lives, strengthen communities, and disrupt generational poverty.*

In acting upon these values and creating and maintaining a strong State System that meets the multi-cultural needs of students, faculty, staff, and the Commonwealth now and into the future, Vice Chancellor and Chief DEI Officer, Dr. Denise Pearson, will present an update to the Board of Governors reflecting progress made regarding the various actions in the DEI framework.

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**Supporting Documents:** [Board Affirmed DEI Strategy Framework](#)

**Other Supporting Documents Available:** None

**Reviewed by:** Office of the Chancellor

**Prepared by:** Denise Pearson

**Contact:** DPearson@passhe.edu

**Board of Governors Meeting**  
July 14-15, 2021

**SUBJECT:** State System Foundation Update (INFORMATION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** The State System Foundation supports the long-term success of the State System by promoting an environment that fosters a student success-oriented culture. It seeks to empower and support State System universities at the system level in the development and implementation of comprehensive and bold student success initiatives/pilots to achieve maximum impact for Pennsylvania college students. The Foundation develops and supports fundraising partnerships through collaborative models focused on multi-university initiatives and pilots.

The Foundation's new president and CEO, Cynthia Pritchard, will provide an update to the Board of Governors regarding the organization's work to strategically align its efforts with the priorities of the State System as the Foundation and provides an update on progress towards achieving its goals.

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**Supporting Documents Included:** [Foundation's strategic plan](#)

**Other Supporting Documents Available:** N/A

**Reviewed by:** Office of the Chancellor

**Prepared by:** Randy A. Goin Jr.

**Email:** [rgoin@passhe.edu](mailto:rgoin@passhe.edu)



# Student Success Committee



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**Student Success Committee**

July 14-15, 2021

**SUBJECT:** Revisions to Policy 1999-01-A: *Student Transfer* (ACTION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** The student transfer policy operates on the principle that competencies and learning outcomes developed and documented through prior learning are the basis of recognition of transfer credit, not course matching. The intent of the policy is to maximize the acceptance and application of college-level credits awarded by postsecondary institutions with CHEA-recognized accreditation. Sound public policy advocates that students who transfer into and among State System universities be able to complete their education without unnecessary repetition of learning successfully completed and documented at another institution.

In 2008, legislation amended the Public School Code of 1949 by adding Article XX-C “Transfer of the Credits between Institutions of Higher Education” and established the Statewide Transfer and Articulation System so that students could transfer Associate of Arts (AA) and Associate of Science (AS) degrees into parallel bachelor degree programs at State System universities with junior standing. A Transfer and Articulation Oversight Committee (TAOC) developed a process and timeline for implementing statewide Program to Program (P2P) articulation agreements. TAOC created a transfer credit framework for 30 credits of foundational courses in 6 areas as well as the guidelines for program articulation from 2-year to 4-year institutions. Representative community college and 4-year college faculty developed Program to Program transfer articulation understandings for academic major programs.

In October 2016, Policy 1999-01-A was revised to align with the legislation. Review of implementation of the policy and related data on transfer student enrollment, performance, and average credits to degree demonstrated need both for clarification of certain provisions in the policy and also for provisions to reduce barriers to transfer of comparable general education requirements and admission to parallel programs. Revisions proposed herein achieve the following:

- Define ‘junior standing’ for transfer students with an Associate of Arts or Associate of Science in a parallel academic program as requiring no more than 60 credits to a 120-credit bachelor’s degree (with qualification for admission and retention requirements consistent with those required of students who began their education at the State System university);
- Require *en bloc* transfer of general education for transfer students who have earned an Associate of Arts or Associate of Science or who have completed all general education requirements for an AA, AS, or bachelor’s degree to satisfy general education at a State System university (with identified exceptions);
- Guarantee admission to a parallel academic program (with identified exceptions for capacity limits);
- For intra-State System transfers, define “comparable” general education coursework using the PA 30-credit framework, not course equivalencies.

The measurable goals of the revision are targeted increase in transfer enrollments from PA Community Colleges into State System universities and reduction in average credits to degree for transfers to no more than that for students who began their education at State System universities.

**MOTION:** That the Board of Governors approves revisions to Policy 1999-01-A: *Student Transfer* as shown in the board documents.

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**Supporting Documents Included:** Policy 1999-01-A with revisions

**Other Supporting Documents Available:** N/A

**Reviewed by:** Presidents; System Leadership Group; Office of the Chancellor; Legal Counsel

**Prepared by:** Donna Wilson

**Contact:** [DWilson@passhe.edu](mailto:DWilson@passhe.edu)



**Green Text = Added language**  
**Red-Text = Deleted language**  
**Black Text = Existing language**

# PA State System of Higher Education Board of Governors

**Effective:** January 14, 1999; Section F is effective fall 1999

Page 1 of

## **Policy 1999-01: *The Student Transfer Policy***

**See Also: Board of Governors Policy 1990-06-A: Academic Degrees; Procedure/Standard Number 2016-24: Graduation Residency Requirements**

**See Also:**

**Adopted:** January 14, 1999  
**Amended:** October 6, 2016  
and July XX, 2021

### **A. Introduction**

The student transfer policy operates on the principle that competencies and learning outcomes developed and documented through prior learning are the basis of recognition of transfer credit, not course matching. The intent of this policy is to maximize the acceptance and application of college-level credits awarded by postsecondary institutions with CHEA-recognized accreditation ~~regionally accredited institutions.~~

Sound public policy advocates that students who transfer into and among State System universities be able to complete their education without unnecessary repetition of learning successfully completed and documented at another institution.

The State System recognizes the value of learning that students demonstrate upon earning an associate degree. Undergraduate students who transfer into a State System university with an Associate of Arts or Associate of Science degree in a parallel program will be awarded junior status and shall not be required to satisfactorily complete more than 60 credits to earn a 120-credit baccalaureate degree in a Program to Program (P2P) or other parallel program, regardless of the courses they took to earn the associate degree; they ~~and~~ will have the same requirements for admission to a particular academic program and for retention as ~~native~~ students who began their education at a State System University.

**The purposes of this policy are:**

1. To facilitate transfer of undergraduate and graduate students and their prior learning to and among State System universities.
2. To ensure that students can complete their education without unnecessary duplication of coursework.
3. To assist non-diploma and non-degree-holding students who have earned college-level credits from a previously attended PA Community College earn an associate degree or other credential by “reverse transferring” their current PA State System University credits back to their PA Community College.

## B. Background

In 2008, legislation amended the Public School Code of 1949 by adding Article XX-C “Transfer of the Credits between Institutions of Higher Education” and established the Statewide Transfer and Articulation System so that students could transfer Associate of Arts (AA) and Associate of Science (AS) degrees into parallel bachelor degree programs at State System universities with junior standing.

A Transfer and Articulation Oversight Committee (TAOC) developed a process and timeline for implementing statewide Program to Program (P2P) articulation agreements. TAOC created a transfer credit framework for 30 credits of foundational courses in 6 areas as well as the guidelines for program articulation from 2-year to 4-year institutions. Representative community college and 4-year college faculty developed Program to Program (P2P) transfer articulation understandings for academic major programs.

## C. Definitions

### 1. Undergraduate Degrees:

- **Associate’s Degrees:** An associate degree indicates that the holder has developed proficiencies sufficient to prepare for upper division collegiate work or to enter directly into a specific occupation. Associate degrees are awarded only for completion of a coherent program of study designed for a specific purpose. They reflect satisfactory achievement of a minimum of 60 semester hours of credit, in two parts: a general education component and an area of concentration or major component. Examples of associate degrees include Associate of Arts, Associate of Science, and Associate of Applied Science.
- **Bachelor’s Degrees:** A Bachelor’s degree is a four-year degree that consists of two principal components, general education and **in-depth** study **in-depth** in a major, which, taken together, are designed to prepare the student for a productive career, informed citizenship, and continuous growth.

### 2. Graduate Degrees:

**Master’s Degrees:** A master’s degree represents advanced study beyond the baccalaureate degree and signifies mastery in a discipline or professional field. A master’s program requires a minimum of 30 semester credit hours and usually includes three basic components: (a) a common core of courses related to the discipline or field of study; (b) a concentration or specialization in a focused area of the discipline; and (c) cognate courses which broaden perspective or mastery, or provide special skills ~~such as statistics or foreign languages.~~

**Doctorate Degrees:** The doctorate is the highest academic degree awarded in American higher education and is of two types: the Doctor of Philosophy (Ph.D.) and the Professional Doctorate. Though the primary distinction is that the Ph.D. is a research degree and professional degrees are applied degrees, most doctoral programs include both research and applied studies.

3. **Certificates:** A certificate is a formal credit-based credential designated on the academic record and awarded by an educational institution to indicate completion of an organized program of study at the postsecondary level that does not culminate in a degree.

4. **Program to Program (P2P):** Refers to a Pennsylvania statewide program to major program articulation agreement that provides a clear transfer pathway into a State System university for community college students who have selected a transferable major program. Associate of Arts and Associate of Science degrees that are part of the P2P articulation contain a minimum of 30 hours of liberal arts among the following six fields of study: Composition, Public Speaking, Humanities & Arts, Behavioral/Social Sciences, Sciences, and Mathematics, and 21 credits of major program coursework. [Universities may designate additional programs as precursor or parallel programs by reason of articulation agreement or similarity in disciplinary content or student outcomes, as indicated by 4-digit CIP code.](#)
5. **Prior Learning:** Refers to student learning that occurred prior to enrollment at a State System university. Prior learning includes college-level credits earned elsewhere as well as the assessment of skills, knowledge and competencies acquired outside the classroom against a set of standards or learning outcomes. Prior learning may include documented learning such as but not limited to Advanced Placement, International Baccalaureate, DANTES, CLEP, military experience, and credit by exam.
6. **Credit:** The recognition of attendance or performance in an instructional activity (course or program) that can be applied by a recipient toward the requirements for a postsecondary degree, diploma, certificate, or other formal award, irrespective of the activity's unit of measurement.
7. **Directed General Education (Prescribed General Education):** General education courses that are required for the major are considered "directed general education" or "prescribed general education". Therefore, directed (prescribed) general education courses are counted in the general education requirement/credits, not in the major or cognate requirements.
8. **Reverse Transfer:** A credit review of degree seeking students who transferred from a PA community college to a four-year Pennsylvania State System University without having earned their associate degree. Credits earned while working toward their bachelor degree will be sent to the PA Community College for evaluation for possible credit towards the completion of the associate degree requirements. PA's State System of Higher Education Universities and the 14 Pennsylvania Community Colleges have a signed and executed statewide Reverse Transfer Agreement.

#### D. Policy Statement

All college-level credits from [postsecondary institutions with CHEA-recognized accreditation](#) ~~regionally accredited institutions~~ will be accepted in transfer, regardless of how the prior learning was acquired. The intent of this policy is to maximize the application [to degree requirements](#) of college-level credits awarded by [such regionally](#) accredited institutions. Review of learning from non-~~regionally~~ accredited institutions will be evaluated locally on a student by student basis. State System Universities shall ensure consistency and equity in the application of credit from non-accredited institutions.

It is up to the receiving State System University ~~as to~~ how the credit is applied towards the intended degree, [within the provisions of this policy](#):

## Undergraduate

- In the acceptance and application of undergraduate transfer college-level credits, the receiving institution will first apply as many college-level credits as possible toward the satisfaction of general education requirements, then to requirements in the major, and finally to elective credits.
- State System universities will recognize the integrity, design and validity of general education programs at other institutions with CHEA-recognized accreditation and will accept general education coursework when comparable. ~~(though perhaps not identical to general education at the receiving State System institution). There shall not be a course-to-course equivalency requirement.~~ General education credits aligned with the PA Statewide Transfer Credit Framework will transfer toward the general education requirements at the receiving institution.
- Students who transfer to ~~another~~ State System institution from ~~one State System~~ a postsecondary institution with CHEA-recognized accreditation with an Associate of Science or an Associate of Arts degree, or having completed general education requirements for a bachelor's degree, an Associate of Science or an Associate of Arts degree, will have their ~~shall have satisfied the~~ general education requirements ~~met at the receiving university.~~ Exceptions may be made for the following, provided that these exceptions do not extend the student's time to the degree:
  - (a) One signature general education course (up to 3 credits), if applicable;
  - (b) Any prescribed general education course required for the major, if not satisfactorily completed;
  - (c) General education overlays satisfied in advanced courses in the major.
- Undergraduate students who transfer into the State System of Higher Education with an Associate of Arts or an Associate of Science degree from a postsecondary institution with CHEA-recognized accreditation in a parallel academic program or as part of the P2P Statewide agreements will be awarded full junior standing and shall not be required to satisfactorily complete more than 60 credits to earn a 120-credit baccalaureate degree in a P2P or other parallel program, regardless of the courses they took to earn the Associate degree; they and will have the same requirements for admission to a particular academic program and for retention as native students who began their education at a State System University. Students transferring into a program with accreditation or licensing/certification standards may be required to take limited additional credits to meet those standards.

## Graduate

- Students may transfer one-third of the equivalent graduate-level credits required in a graduate program.

## E. Guaranteed Admissions

Admission to a State System university is guaranteed for undergraduate students transferring from a Pennsylvania Community College with an associate degree and for students transferring from one State System University to another State System University, subject to the following:

- ~~Admission is guaranteed into a State System University but not to a specific major or degree program.~~ Students with an Associate of Science or Associate of Arts in a parallel

academic program or as part of the P2P Statewide agreements are guaranteed admission to the P2P or parallel academic program, subject to capacity, as long as they meet criteria for admission required of students who began their education at a State System university. Universities may designate majors or programs of study that are limited access by reason of accreditation-, clinical-, or resource-based capacity.

- ~~Criminal conviction of a Felony Offense or~~ Dismissal from a Previous Institution for Disciplinary Reasons may limit the ability to enroll in the Institution. Criminal Conviction of a Felony Offense or Dismissal from a Previous Institution for Disciplinary Reasons may limit the ability to complete certain academic majors/programs and may affect approval to live in university-owned or university-affiliated housing. These will be handled on a case-by-case basis.

#### **F. Effective Date**

The policy will become effective no later than start of Spring 2022 ~~Fall 2017~~.



# Governance and Leadership Committee



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**Governance and Leadership Committee Meeting**  
July 14-15, 2021

**SUBJECT:** Student Trustee Appointments (ACTION)

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**UNIVERSITIES AFFECTED:** Bloomsburg University of Pennsylvania and Kutztown University of Pennsylvania.

**BACKGROUND:** Act 50 of 2020 empowers the Board of Governors to make the appointment of students to serve on the Councils of Trustees for the 14 universities with the State System. Prior to this law being enacted, the appointment was made by the Governor, whose office is responsible for thousands of other public appointments.

For years, the universities have utilized a thorough and inclusive recruiting process to identify and vet potential candidates in order to make a recommendation for appointment. The robust nature of the local process has been retained and has been updated to reflect that the final appointment action will be taken by the Board of Governors rather than the Governor.

Based on input from their respective university presidents and from the Office of the Chancellor, the appointments of the following students are hereby recommended.

- Evan Santos, Kutztown University
- Julia Burcin, Bloomsburg University

**MOTION:** That the Board of Governors hereby appoints Julia Burcin, Bloomsburg University and Evan Santos, Kutztown University, to their respective University's Council of Trustees.

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**Supporting Documents Included:** Resume of candidates

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

**Reviewed by:** University Presidents; Office of the Chancellor; Legal Counsel

**Prepared by:** Randy A. Goin Jr.

**Email:** [rgoin@passhe.edu](mailto:rgoin@passhe.edu)



May 6, 2021

Dr. Daniel Greenstein, Chancellor  
Pennsylvania State System of Higher Education  
Dixon University Center  
2986 North Second Street  
Harrisburg, PA 17110

Dear Dr. Greenstein,

It is our pleasure to present the following candidate for the position of student Trustee on the Kutztown University of Pennsylvania Council of Trustees:

**Evan Santos**

This student, is a second-semester sophomore studying Public Relations. Evan is an excellent candidate for the Student Trustee position. He has confirmed his availability to serve as the Student Trustee.

Evan has been informed of his selection, and he is aware that the final confirmation of his position is determined by the Board of Governors. We are enclosing his application and letters of recommendation for your review.

Please contact my office if you have any questions or requests.

Sincerely,

Dr. Kenneth S. Hawkinson  
President

tsh

Enclosures

April 14, 2021

Marshae Batchelor, Chairwoman, Student Trustee Search Committee  
c/o Toyia Heyward, Senior Executive Associate to the President  
President's Office 303 Stratton Administration Center  
Kutztown, PA 19530

Dear Ms. Batchelor:

I am excited and honored to apply for the position of Student Trustee for Kutztown University. It would be a privilege to serve on the Council of Trustees as an advocate for the thousands of Kutztown students past, present, and future.

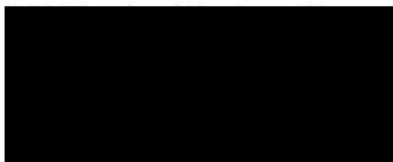
As the Student Trustee, my main priority would be to serve as the students' voice. I feel prepared to step into this role, because working with the Office of Admissions has provided me with a first-hand perspective of what students and their families seek in an institution. Also, my academic career at Kutztown has been focused on honing my ability to effectively communicate with the public in many different forms. My public relations degree focuses on connecting and building strong relationships with others. My minor in women's, gender, and sexuality studies is one I value very much, as it enables me to get a better understanding of the wants and needs of underrepresented groups. Since Kutztown University prides itself on its diverse student body, I would be a strong voice for ALL students. My other minors in the communications field provide me with an abundance of different strategies to build relationships, to listen, to communicate, and to advocate for the public successfully.

I appreciate your consideration of me for this coveted position and look forward to hearing from you to discuss this opportunity further.

Sincerely,



Evan Santos





**Qualifications**

- Strong Public Relations writing skills in press releases, newsletters, and speechwriting
- 4+ years of experience in utilizing sports social media channels
- Organized and confident communicator with the public
- Dependable worker with an energetic willingness to learn

**Education**

B.S. Kutztown University of Pennsylvania

Kutztown, PA  
May 2023

**Major: Public Relations**

**5 Minor Areas of Study: (1) Social Media Theory and Strategy; (2) Cinema, Television, and Media Production; (3) Communication Studies; (4) Women’s, Gender, and Sexuality Studies; (5) Professional Writing**



**Honors**

Kutztown University Honors Program

2019-Present

Dean’s List, Kutztown University

Fall 2019, Spring & Fall 2020, Spring 2021

Kutztown University President’s Academic Honors Scholarship

Fall 2019-Present

**Work Experience**

**Admissions Tour Guide**

Fall 2020-Present

- Create an extraordinary and welcoming environment for Kutztown’s 9,000+ yearly visitors
- Provide prospective students information about the entire 289-acre campus
- Build relationships with visiting families and students to make for a memorable and unique visit

**Sports Information Student Assistant**, Kutztown University

Fall 2019-Present

- Run social media for athletic events, usually through the usage of video highlights in Instagram stories
- Assist stat-keeper
- Control video for live-streamed events

**Desk Receptionist**, Berks Hall, Kutztown University

Fall 2019-Spring 2020

- Acted as a resource for residents of the hall
- Checked in guests
- Managed the phones
- Greeted visitors

**Related Experience**

**Athletics’ Social Media Manager**, Fleetwood, PA

Fall 2016-Present

- Single-handedly created and continue to run athletics Twitter account (@FWTigers) for Fleetwood Area High School
- Provide news, updates, and scores for all varsity athletic teams
- Account has accumulated over 1,000 followers from the local community over the last 4 years managing it

**Kutztown Honors Civil Civic Discourse Moderator**, <https://www.youtube.com/watch?v=2VieRyd8Tkg> December 3, 2020

- Served as a student moderator for a Civil Civic Discourse with PA State Senators Judy Schwank and David Argall
- The event involved discussion around how to effectively communicate with people that have differing opinions

**Volunteer Work**

**Honors Peer Mentor**, Kutztown, PA

Fall 2020-Present

- Mentor incoming freshmen of the honor’s program
- Help them become accumulated to college and stay aware of the program’s requirements

**Clubs**

**Honors Club President**

April 2021-Present

- Oversee the Kutztown University Honors Club
- Hear weekly reports from the 5 committee chairs and ensure the goals of the club are being met



April 21, 2021

Daniel Greenstein, D.Phil.  
Chancellor  
Pennsylvania State System of Higher Education  
2986 North Second Street  
Harrisburg, PA 17110

Re: Student Trustee, Bloomsburg University Council of Trustees

Dear Chancellor Greenstein:

Bloomsburg University's student trustee search and screen selection process to find a successor to our graduating student trustee, Mr. Colin McIntyre, began in early March 2021. Pursuant to the PACT guidelines, we advertised the position, and the search and screen committee met shortly after the April 2<sup>nd</sup> application deadline. After reviewing three applications, the search committee has submitted to me the following candidate's name for your review and consideration: Ms. Julia Burcin, a Bethlehem, PA native who will be a junior this fall majoring in Audiology/Speech Pathology. It is my privilege to recommend her candidacy to you.

Please find enclosed the completed application for Julia Burcin. If you need further information regarding the process or have any questions, please feel free to call me.

Sincerely,

Bashar W. Hanna  
President

BWH/ptk

Enclosures

# Julia Burcin



## Education

5/23

**Bachelors of Science in Audiology and Speech-Language Pathology**

*Bloomsburg University - College of Science and Technology*

- **Minor:** Linguistics and Gerontology
- [Redacted]

## Competencies

- Interconnections between identity and communication, language, nonverbal communication, listening, and communications dynamics in relationships
- Human communication and swallowing processes
- Normal language development from birth through adolescence
- Knowledge of English usage and development of linguistic awareness

## Experience

### Hostess

*Wiz Kidz - Bethlehem, PA*

### Volleyball Coach

*In The Zone - Bath, PA*

## Involvement

### **Bloomsburg University, Bloomsburg, PA**

- Bloomsburg Women's Volleyball Team (Member)
- NSSLHA (Member)
- Bocce Bash
- Caldwell Consistory Christmas TreeFest

### **Liberty High School, Bethlehem, PA**

- German Club (President)
- SADD (President)
- Cops n Kids (Member)
- School store (Teacher's assistant)
- BASD Mini Thon (Member)
- Special Olympics Volunteer
- Food Bank Volunteer

*Exceptional Academic, Athletic and Personal references available upon request*



# University Success Committee



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**University Success Committee**

July 14-15, 2021

**SUBJECT:** Fiscal Year 2021-22 Educational & General Appropriation Allocation (ACTION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** In accordance with statute, Board of Governors' Policy 1984-06-A: *Allocation Formula* specifies the method by which the Educational and General (E&G) appropriation is allocated annually to the universities for their basic funding requirements, provides for the Board to allocate appropriations for Systemwide initiatives, and funds the Office of the Chancellor at 0.5 percent of the appropriation.

In July of 2018, the Board of Governors approved an appropriation distribution that was not fully aligned to the appropriation allocation formula calculation. As part of the System Redesign strategy affirmed by the Board of Governors at its meeting on January 16, 2019, the System was charged with developing a new methodology for distributing resources. In anticipation of changes to the allocation formula and to provide universities with greater stability and predictability of funding, on April 4, 2019, the Board suspended the use of the allocation formula and froze each university's proportional share of state appropriations.

In light of the enactment of Act 50-2020, Board of Governors' Policy 1984 06-A, *Allocation Formula*, will be reviewed over the course of FY 2021-22 to recommend any changes that may be deemed necessary for it to be an effective tool in funding student and university success in years to come.

The enacted FY 2021-22 Commonwealth spending plan provides level funding in the System's Educational and General appropriation, for a total of \$477.5 million. Attachment 1 reflects the proposed FY 2021-22 allocation distribution to each university and reflects funding requirements for Systemwide initiatives. Attachment 2 provides a brief overview of each Systemwide initiative for which appropriations are allocated.

Based on the frozen proportional share of the allocation for FY 2021-22, five universities would receive a total of \$14.6M less than the existing appropriation formula calculation. The availability of one-time funds and the SERS savings provide the opportunity to address this disparity through restoring 50 percent of the variances from the frozen allocations as compared to the formula while a new appropriation allocation formula policy recommendation and implementation plan is created during FY 2021-22. A total of \$7.3M, or 50 percent, of the variances to the formula calculations are reflected in the FY 2021/22 appropriation for approval. A corresponding amount of SERS funding is designated to address the impact to institutions that would lose funding as a result of this adjustment.

The use of a portion of SERS funds—for FY2021-22 while the formula is being reviewed—serves as a transitional measure to address the growing disparity since the last usage of the allocation formula in 2018. This recommendation has been developed with input from the Presidents and is aligned to the Board's commitment to sustainability.

In addition, the enacted FY 2021-22 Commonwealth budget provides the State System of Higher Education with \$50 million in federal appropriations from the COVID-19 Response Restricted Account. These funds will be utilized throughout the System to fund key priority areas

in accordance with regulations outlined in the Coronavirus State and Local Fiscal Recovery Funds (CSLFRF). Further information will be provided on this newly available funding source in the October board meeting.

**MOTION:** That the Board of Governors approve the allocation of funds from the System's fiscal year 2021-22 Educational and General appropriation, as reflected in Attachment 1.

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**Supporting Documents Included:** Proposed FY 2021-22 E&G Appropriation Allocation (Attachment 1); Funding of Systemwide Initiatives from FY 2021-22 E&G Appropriation (Attachment 2)

**Other Supporting Documents Available:** FY 2021-22 Appropriation Request; Commonwealth FY 2021-22 Spending Plan; Board of Governors' Policy 1984-06-A: *Allocation Formula*

**Reviewed by:** Office of the Chancellor; Executive Leadership Group

**Prepared by:** Molly M. Mercer

**Email:** mmerc@passhe.edu

**Pennsylvania's State System of Higher Education  
FY 2021-22 Educational and General (E&G) Appropriation Allocation**

	FY 2020-21 Appropriation as Approved July 16, 2020	Proposed FY 2021-22 Appropriation
	<b>\$477,470,000</b>	<b>\$477,470,000</b>
<b>E&amp;G Appropriation</b>		
Off-the-Top Systemwide Initiatives:		
Office of the Chancellor	\$2,384,000	\$2,384,000
Internal Audit	n/a	400,000
Faculty Professional Development	300,000	300,000
Dixon University Center	771,000	500,000
Chincoteague Bay Field Station	902,823	882,800
University Integration	1,143,512	n/a
Targeted University Sustainability Funds	n/a	1,077,435
System Reserve	221,200	178,300
Subtotal, Systemwide Items	<b>\$5,722,535</b>	<b>\$5,722,535</b>
University Allocation (see below)	<b>\$471,747,465</b>	<b>\$471,747,465</b>

	Fiscal 2021/22						
	Frozen Allocation	Formula Results	Variance	Address 50% of Formula Variance	FOR APPROVAL		SERS Savings Funding Distribution*
					Appropriation Distribution	Inc/(Dec) Prior Year	
Bloomsburg	\$ 38,405,845	\$ 39,694,445	\$ (1,288,600)	\$ 644,300	\$ 39,050,145	\$ 644,300	
California	\$ 34,181,375	\$ 32,639,396	\$ 1,541,979	\$ (770,990)	\$ 33,410,386	\$ (770,990)	\$ 770,990
Cheyney	\$ 13,497,667	\$ 13,152,037	\$ 345,630	\$ (172,815)	\$ 13,324,852	\$ (172,815)	\$ 172,815
Clarion	\$ 26,512,315	\$ 25,962,926	\$ 549,389	\$ (274,695)	\$ 26,237,621	\$ (274,695)	\$ 274,695
East Stroudsburg	\$ 28,742,892	\$ 29,426,423	\$ (683,531)	\$ 341,766	\$ 29,084,658	\$ 341,766	
Edinboro	\$ 28,576,510	\$ 26,273,200	\$ 2,303,310	\$ (1,151,655)	\$ 27,424,855	\$ (1,151,655)	\$ 1,151,655
Indiana	\$ 56,058,332	\$ 51,694,962	\$ 4,363,370	\$ (2,181,685)	\$ 53,876,647	\$ (2,181,685)	\$ 2,181,685
Kutztown	\$ 37,410,196	\$ 36,993,771	\$ 416,425	\$ (208,213)	\$ 37,201,984	\$ (208,213)	\$ 208,213
Lock Haven	\$ 25,746,354	\$ 22,787,085	\$ 2,959,269	\$ (1,479,635)	\$ 24,266,720	\$ (1,479,635)	\$ 1,479,635
Mansfield	\$ 18,074,506	\$ 16,323,739	\$ 1,750,767	\$ (875,384)	\$ 17,199,123	\$ (875,384)	\$ 875,384
Millersville	\$ 35,207,885	\$ 36,221,168	\$ (1,013,283)	\$ 506,642	\$ 35,714,527	\$ 506,642	
Shippensburg	\$ 31,352,960	\$ 30,973,109	\$ 379,851	\$ (189,926)	\$ 31,163,035	\$ (189,926)	\$ 189,926
Slippery Rock	\$ 39,786,283	\$ 43,286,806	\$ (3,500,523)	\$ 1,750,262	\$ 41,536,545	\$ 1,750,262	
West Chester	\$ 58,194,345	\$ 66,318,397	\$ (8,124,052)	\$ 4,062,026	\$ 62,256,371	\$ 4,062,026	
<b>University Total</b>	<b>\$ 471,747,465</b>	<b>\$ 471,747,465</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ 471,747,465</b>	<b>\$ -</b>	<b>\$ 7,304,995</b>

\*SERS distributions for years 1-5 of the program total \$25.1M, of which \$7.3M would be utilized for this purpose, and the remainder towards integration, with any residual directed to a university savings fund as outlined in the presidential recommendation for SERS.

**Pennsylvania's State System of Higher Education  
Funding of Systemwide Initiatives from Fiscal Year (FY) 2021-22 E&G Appropriation**

**Internal Audit..... \$400,000**

The internal audit and risk assessment function oversees the structure and execution of an internal audit plan based on high-risk areas. The function has been transitioned to an out-sourced model with a focus on high-risk and value-added reviews after conducting a limited set of reviews in FY 2020-21 due to the transition and focus on Covid-19 response at our universities. The funding is set at approximately 50 percent of historical levels for this initial year under the new operating model.

**Faculty Professional Development..... \$300,000**

The collective bargaining agreement with the Association of Pennsylvania State College and University Faculties (APSCUF) reinstates the Faculty Professional Development Program with a FY 2021-22 funding requirement of \$300,000.

**Dixon University Center Academic Consortium..... \$500,000**

The administrative and physical support for the academic programming performed at Dixon University Center has been partially funded through the E&G appropriation for many years. The FY 2021-22 appropriation of \$500,000 provides for limited continuation of academic services and associated maintenance of the Dixon University Center site through December 2021. Due to the potential sale of the Dixon University Center and the transition of classes to the Harrisburg campus of Harrisburg Area Community College (HACC) beginning in January 2022, the number of classes offered at the Dixon University Center in 2021-22 will be reduced. Therefore, it is recommended that the allocation for the Dixon University Center be reduced from \$771,000 to \$500,000.

**Chincoteague Bay Field Station ..... \$882,800**

The Chincoteague Bay Field Station, founded in 1968, is managed by a consortium that is primarily comprised of System universities. It provides students with field experiences across a variety of disciplines. The Field Station's main campus, located at Wallops Island, Virginia, underwent a \$15 million revitalization, financed with System bonds as approved by the Board of Governors on April 10, 2008. Its debt service was paid by three System universities through FY 2017-18. As these facilities have supported various academic and research initiatives of most System universities, the associated debt service has been funded directly from the System's E&G appropriation since FY 2018-19; it is recommended that this practice continue in FY 2021-22.

**Targeted University Sustainability Funds..... \$1,077,435**

The Executive Leadership Group (ELG) has identified a need for one-time funding for FY 2021-22 to support selected universities that are experiencing one-time costs in the midst of their efforts to implement sustainability measures. The specific distribution of these funds will be affirmed by the ELG.

**Replenishment of the System Reserve..... \$178,300**

Board of Governors' Policy 1984-07-A, *System Reserve Allocation and Expenditure Criteria*, establishes a \$1.5 million Board reserve for items of Systemwide importance and value. The reserve must be fully replenished annually. Expenses against the reserve include presidential and chancellor searches, presidential evaluations, official residence renovations, and property appraisals performed by the System. The amount required to fully replenish the System Reserve for FY 2021-22 is \$178,300. The amount to be replenished is net of interest earnings.

**FY 2020-21 System Reserve Expenditures**

Official Residence Renovation (EA)	\$164,281
Presidential Search (EA)	<u>23,338</u>
<b>Total FY 2020-21 Expenditures</b>	<b>\$187,619</b>
Interest Earnings, net of fees and investment expenses	<u>(9,319)</u>
<b>Total Amount to be Replenished</b>	<b>\$178,300</b>

**Anticipated FY 2021-22 System Reserve Expenditures**

Official Residence Renovation (EA)	\$460,719
Presidential Searches (EA)	<u>61,662</u>
<b>Total FY 2021-22 Expenditures</b>	<b>\$522,381</b>



# Board Consideration



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**Board of Governors Meeting**  
July 14-15, 2021

**SUBJECT:** Revision of Policy 2009-03: *Non-Discrimination Policy* (ACTION)

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**UNIVERSITIES AFFECTED:** All universities

**BACKGROUND:** The revisions to Policy 2009-03: *Non-Discrimination Policy* reflect additions to the protected categories resulting from legislative action, case law clarification and administrative guidance. The revisions also include a requirement for the chancellor to publish a template non-discrimination policy for adoption or adaptation by universities and for the chancellor, in consultation with the Executive Leadership Group, to adopt procedures, standards, related policies and guidelines, as necessary, for the implementation of the policy. The time requirement for universities to submit a copy of the university's adopted non-discrimination policy to the Office of the Chancellor has been revised to account for the shared governance process at each university.

**MOTION:** That the Board of Governors approves the revision of Policy 2009-03: *Non-Discrimination Policy* as shown in the board documents.

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**Supporting Documents Included:** Revised policy language

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

**Reviewed by:** University Presidents; Legal Counsel; Office of the Chancellor

**Prepared by:** Suzanne Williamson and Andrew Lehman     **Email:** [swilliamson@passhe.edu](mailto:swilliamson@passhe.edu)



Green Text = Added language  
Red Text = Deleted language  
Black Text = Existing language

# PA State System of Higher Education Board of Governors

Effective: October 8, 2009

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## Policy 2009-03: ~~Social Equity~~ Non-Discrimination Policy

See Also:

Adopted: October 8, 2009  
Amended: XXXX, 2021

### A. Purpose

The Pennsylvania State System of Higher Education (PASSHE) is committed to creating and maintaining academic and work environments ~~that that is free of unlawful harassment, sexual harassment and discrimination and will not knowingly tolerate substantiated incidences~~ are free from unlawful discrimination and sexual harassment.

### B. Policy Standards

1. ~~Within ninety days of the effective date of this policy, each University President and the Office of the Chancellor will issue or amend, if necessary, their harassment, sexual harassment and discrimination policies to comply with this policy.~~ Each University President and the Office of the Chancellor will issue or amend, if necessary, their harassment, sexual harassment and discrimination policies to comply with this policy. All policies must comply with federal and state laws or regulations. Policies must contain the following minimum requirements:
  - a. Definitions of harassment, sexual harassment and discrimination to include discrimination and harassment on the basis of race; color; religion; national origin; ancestry; sex; age; marital status; familial status; sexual orientation; gender identity and expression; genetic information; disability; status as a veteran; or any other characteristic prohibited under applicable federal or state law (hereinafter "protected categories");
  - b. Full contact information, including the name of the office and a point of contact for that office, where all complaints of harassment, sexual harassment and discrimination based on protected categories may be filed;

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- c. An obligation on the part of management and administration to report any allegations of prohibited harassment, sexual harassment or discrimination to the appropriate office;
- d. Both informal and formal mechanisms for resolving allegations;
- e. The ability for both the Complainant and the Respondent to be accompanied by advisors who are members of the campus community;
- f. Due process that is consistent with the State System's obligations within all collective bargaining agreements or the Board of Governors' Merit Principles Appeal Policy;
- g. ~~Crisis counseling options for employees and students~~ Resources and support measures available to students and employees;
- h. Warnings against retaliatory actions and that retaliation is a separate cause of action for potential discipline in addition to the underlying allegation;

~~(i.) Statement of risk in sexual harassment policies pertaining to relationships where there is a power or control dynamic (i.e. supervisor and supervisee; faculty and student);-~~

- i. A mandatory obligation to conduct employee training yearly in addition to training for new students and employee orientations. All faculty, staff, and administrators are required to participate in this training within 60 days of commencing employment and at least every year thereafter. The method of training is at the discretion of each university;
- j. An obligation to disseminate all ~~social equity~~ non-discrimination policies to employees and students in a manner that makes the information readily accessible. The method of distribution ~~can include but not be limited to electronically, within employee and student handbooks, and/or via university website~~ must include posting relevant policies on the university website. A location where hard copies of all policies may be obtained on campus is also to be indicated.
- k. Procedural provisions that address the reporting of complaints when allegations involve the office charged with conducting investigations or the Office of the President so that accusations as to conflict of interest are avoided.

2. The chancellor shall publish a template non-discrimination policy for resolving complaints of harassment, sexual harassment and discrimination based on protected categories that may be adopted or adapted for use by universities.

3. The chancellor, in consultation with the Executive Leadership Group, shall adopt procedures, standards, related policies and guidelines, as necessary, for implementation of this policy as applicable to employees accused of violating the non-discrimination policy for resolving complaints of harassment, sexual harassment and discrimination.

**C. Filing of Policies with the Office of Chancellor**

~~A copy of each University's social equity policies shall be sent to the Office of the Chancellor within 90 days of the enactment of this policy and at any time thereafter when amendments are promulgated.~~ Each University will send a copy of the nondiscrimination polic(ies) adopted pursuant to the requirements of this policy to the Office of the Chancellor within 30 days of the adoption of the University's polic(ies) and at any time thereafter when amendments are promulgated.

**Board of Governors Meeting**

July 14-15, 2020

**SUBJECT:** Election of Officers (ACTION)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** The Board of Governors bylaws calls for the annual election of officers at the third quarterly meeting of each calendar year. The term of office of each officer shall commence upon election and continue until his/her successor is chosen and assumes office. The chair of the Governance and Leadership Committee will moderate the elections process.

The officers of the Board of Governors include a chairperson and two vice chairpersons. The Board may, from time to time, establish other offices needed to carry out the functions of the Board. In accordance with the provisions of state law, neither the Governor, Secretary of Education, their designees, nor any member of the General Assembly may be elected to these offices.

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**Supporting Documents Included:** Board of Governors Bylaws**Other Supporting Documents Available:** N/A**Reviewed by:** Office of the Chancellor**Prepared by:** Randy A. Goin Jr.**Email:** [rgoin@passhe.edu](mailto:rgoin@passhe.edu)



# PA State System of Higher Education Board of Governors

**Effective:** April 26, 1983

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## **BYLAWS**

**See Also:**

**Adopted:** April 26, 1983

**Amended:** October 21, 1986; July 19, 1988; October 17, 1991;  
July 15, 1993; Oct. 20, 1994; January 16, 1997;  
April 10, 2003, July 7, 2014; January 8, 2018; October 17, 2019

1. **Preamble:** These bylaws are established by the Board of Governors of the Pennsylvania State System of Higher Education (Board) for the internal organization, governance, and management of the Board and to facilitate the effective discharge of its powers and duties.
2. **General Powers:**
  - 2.1 **Membership:** The composition of the membership of the Board, the terms of office, and the conditions of membership are as provided in Act 188 of 1982 (24 P.S. §20-2001-A et seq.), as amended.
  - 2.2 **Exercise of Powers:** Powers vested in the Board shall be discharged by the Board. No individual Board member shall speak nor act on behalf of the Board without formal authorization by the Board.
  - 2.3 **Executive Committee:** The Executive Committee of the Board shall be authorized to act for the Board on matters of urgency requiring immediate action. Actions taken by the Executive Committee shall be subject to ratification by the full membership of the Board at the next publicly noticed meeting of the Board.
  - 2.4 **Expenses of Members:** Board business-related and travel expenses, including lodging and meals encountered in connection with meetings of the Board or duly constituted committees thereof, shall be reimbursable at rates established by the State System.
3. **Meetings:**
  - 3.1 **Regular Meetings:** The Board shall meet at least quarterly each year, the dates and places of such meetings to be approved for each year at the last meeting of the preceding year.

- 3.2 Special Meetings:** Special meetings of the Board may be called for any purpose by the chairperson, the chancellor, or upon written request to the chairperson from six other members of the Board. Members shall state the purpose of the requested meetings.
- 3.3 Executive Sessions:** Executive sessions of the Board may be convened in accordance with the Sunshine Act (65 Pa.C.S. § 701, *et seq.*).
- 3.4 Meeting Schedules:** The chancellor shall prepare an annual schedule of regular meetings, conferences, and—to the extent feasible—committee meetings, which shall be disseminated to Board members and published in accordance with the Sunshine Act. Board meetings shall normally be held at Dixon University Center in Harrisburg; however, the Board may meet at another location as deemed appropriate by the chairperson of the Board. Members of the Board shall periodically visit the campus of each university of the State System.
- 3.5 Notice:** The chancellor shall give each Board member at least seven days written notification of regularly scheduled meetings and 24 hours notification of special meetings. Notifications of special meetings may be made by any written or electronic means. Notifications of emergency meetings also may be disseminated by the same means.

The chancellor shall advertise public meetings in accordance with the Sunshine Act (65 Pa.C.S. § 701, *et seq.*).

- 3.6 Agendas:** The chancellor, in consultation with the Board, shall prepare written agendas for all meetings. Written agendas shall be transmitted along with notifications of regularly scheduled meetings and—to the extent feasible—shall be transmitted for special and emergency meetings as well. The chancellor shall transmit communications to Board members' official addresses. A consent agenda may be utilized at the discretion of the Board chairperson. Members may request individual items be moved from the consent agenda at any time prior to the approval of the consent agenda. Such a request does not require a motion nor the consent of the chairperson.
- 3.7 Quorum:** Eleven members attending shall constitute a quorum for transaction of business at public meetings of the full Board. A majority of committee members shall constitute a quorum for transaction of business at public meetings of Board committees.
- 3.8 Voting:**
- a. Proxy voting shall not be permitted.
  - b. Votes by acclamation shall be permitted, unless otherwise requested by a Board member prior to the vote being taken.
  - c. Abstentions shall be permitted only when a member identifies a conflict of interest or a direct personal or pecuniary interest in connection with a vote on a matter before the Board.

- d. Formal votes shall be taken on all matters requiring Board action. Voice votes or roll call votes may be used at the discretion of the chairperson. Upon the request by any Board member, a roll call vote shall be taken.
- e. Any Board member attending telephonically or by other remote modality shall have his/her vote recorded via roll call vote in the event a voice vote is not unanimous.

**3.9 Adjourned/Recessed Meetings:** The Board may adjourn any regular or special meeting to any date it may set. If a quorum is not present, any regular or special meeting may be recessed by the chair until a quorum is present.

**3.10 Minutes:** Written minutes of all public meetings shall be prepared and maintained by the chancellor in accordance with the Sunshine Act (65 Pa.C.S. § 701, *et seq.*). Minutes of each regular meeting and of subsequent special meetings shall be circulated for consideration of the members prior to the next regular meeting, at which time they shall be approved by the Board and attested to by the chancellor or the chancellor's designee.

**3.11 Public Comment:** A period of public comment shall be provided at any public meeting of the Board prior to the consideration of any item for action.

- a. All speakers shall state their name prior to giving their comments.
- b. The chairperson may set a reasonable time limit for the public comment period or for each individual to speak. Speakers may not give or yield their time to other speakers.
- c. The public comment period is set aside for members of the public to speak before the Board; therefore, members of the Board shall refrain from speaking during the public comment period.

**4. System Office:** The System office, housing the Office of the Chancellor, shall be located at Dixon University Center, 2986 North Second Street, Harrisburg, Pennsylvania 17110-1200.

**5. Committees of the Board:**

**In General:** The Board shall create an Executive Committee, which shall have the authority to act for the Board, subject to ratification of all actions at the next regular meeting of the Board of Governors. The Executive Committee shall be composed of the officers of the Board and the chairpersons of committees established by the Board. The Board shall also establish other standing and special committees as necessary to carry out its functions. Annually, following the election of officers, the chairperson will make appointments to Board committees—including designation of committee chairperson and committee vice chairperson—subject to approval of the Board. The committee vice chairpersons shall perform the duties and have the powers of the committee chairperson during the absence or disability of the committee chairperson or for the efficient conduct of the committee meeting when the chairperson of the committee is participating remotely. The chairperson may make interim appointments to Board committees as necessary when vacancies arise. Interim appointments shall be subject to approval of the Board at the next public meeting of the Board.

All Board members are eligible to participate in committee deliberations, but the offering of motions and voting on committee business shall be confined to committee members. A majority of the members of a committee shall constitute a quorum for the transaction of business. The Board or the chairperson may, from time to time, authorize special committees with whatever membership is desired by the Board or the chairperson. Each standing or special committee shall report to the Board periodically or at the request of the chairperson of the Board.

The chancellor shall be an *ex officio* member of all committees without the right to vote.

## 6. Officers and their Duties:

**6.1 Officers:** The officers of the Board of Governors shall be the chairperson and two vice chairpersons. The Board may, from time to time, establish other offices needed to carry out the functions of the Board. In accordance with the provisions of Act 188, neither the Governor, Secretary of Education, their designees, nor any member of the General Assembly may be elected to these offices.

**6.2 Election and Term of Office:** The term of office of each officer shall commence upon election and continuing until his/her successor is chosen and assumes office. Officers shall be elected each year by the Board at the third quarterly meeting of each calendar year and may be re-elected.

Should either office of vice chairperson become vacant prior to the annual election of officers, the chairperson shall appoint a nominating committee of no fewer than three members of the Board, to report at the next regularly scheduled meeting.

**6.3 Removal of Officers:** Officers may be removed at any time by the Board by the affirmative vote of 11 members of the Board.

**6.4 Chairperson:** The chairperson shall preside at the meetings of the Board. The chairperson shall be an *ex officio* member of all committees with the authority to vote.

**6.5 Vice Chairpersons:** The vice chairpersons shall perform the duties and have the powers of the chairperson during the absence or disability of the chairperson.

The chairperson shall have the authority to designate a vice chairperson to act on his/her behalf when temporarily unable to discharge his/her official duties.

In the event that the chairperson is unable to make such a designation, or if a vacancy occurs prior to the annual election of officers, the vice chairperson who is senior in service to that position shall assume the position of acting chairperson and shall appoint a nominating committee of no fewer than three members of the Board, to report at the next regularly scheduled meeting.

If both vice chairpersons were elected at the same time, the vice chairperson who has seniority in service as a member of the Board shall assume the position of acting chairperson.

If both vice chairpersons were confirmed by the Senate of Pennsylvania at the same time, they shall act as co-chairs until an election can be held.

7. **Amendment of Bylaws:** These bylaws may be amended or repealed at any meeting by an affirmative vote of not less than 11 members of the Board.

The chancellor shall maintain a bylaws book in which all bylaws and any changes, additions, or deletions thereto shall be recorded.

8. **Parliamentary Authority:** The rules contained in Robert's Rules of Order, most recently revised, shall govern the Board in all cases to which they are not inconsistent with the bylaws or any special rules of order of this Board.