

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

Meeting Minutes

249th Meeting
Monday, November 13, 2017
Boardroom, First Floor
Administration Building
2986 North Second Street
Harrisburg, PA 17110-1201

via Conference Call

5:00 p.m.

ATTENDING

Board of Governors:

Carrie Amann (alternate designee for Secretary Galbally)
Senator Ryan P. Aument
Audrey F. Bronson
Representative Michael K. Hanna
Shaina M. Hilsey
Donald E. Houser, Jr.
David M. Maser (Vice Chair)
Thomas S. Muller
Noe Ortega (Secretary of Education's designee)
Pedro A. Rivera, Secretary of Education
Senator Judith L. Schwank
Cynthia D. Shapira (Chair)
Harold C. Shields
Barbara McIlvaine Smith

Representative Matthew E. Baker, Secretary Sarah E. Galbally (Governor Wolf's designee), Jonathan B. Mack, Guido M. Pichini, and Brian H. Swatt were absent.

Office of the Chancellor:

Karen M. Whitney, Interim Chancellor (via phone)
James S. Dillon (at Cheyney)
Randy A. Goin Jr.
Kathleen M. Howley
Andrey C. Lehman

In attendance from the Office of the Chancellor: Audrey J. Guistwhite, William J. Helzlsouer, Jennifer E. Hoover, Lois M. Johnson, Bretni E. Lentz, Kenn D. Marshall, Cathleen A. McCormack, Lisa A. Sanno.

Also in attendance via phone: Robert W. Bogle, Chair, Cheyney Council of Trustees, and Aaron A. Walton, Interim President of Cheyney University of Pennsylvania.

Chairwoman Shapira called the meeting to order at 5:01 p.m.

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

Executive Session convened at 5:03 p.m.

Executive Session adjourned at 5:23 p.m.

No action was taken during the executive session.

The Board meeting reconvened at 5:24 p.m.

PUBLIC COMMENTS

Public comments were provided by Dr. Ken Mash, President of APSCUF (Attachment #1)

Chairwoman Shapira noted that the Board had four action items to recommend to the Board for approval.

Chairwoman Shapira moved **THAT THE BOARD OF GOVERNORS RATIFY THE SPFPA COLLECTIVE BARGAINING AGREEMENT AND AUTHORIZE THE CHANCELLOR AND THE CHAIR OF THE BOARD OF GOVERNORS TO EXECUTE THE APPROPRIATE DOCUMENTS.**

(Attachment #2)

The motion passed unanimously. Vote: Yes – 12; No – 0

Chairwoman Shapira moved **THAT THE BOARD OF GOVERNORS APPROVE THE PROPOSED REVISIONS TO POLICY 1996-01-A: SOURCES OF FUNDING FOR UNIVERSITY SCHOLARSHIPS, AS ATTACHED.** (Attachment #3)

The motion passed unanimously. Vote: Yes – 12; No – 0

Chairwoman Shapira moved **THAT THE BOARD OF GOVERNORS APPROVE THE PROPOSED BOARD OF GOVERNORS POLICY 2017-01: STUDENTS AFFECTED BY DISASTERS.** (Attachment #4)

The motion passed unanimously. Vote: Yes – 12; No – 0

Chairwoman Shapira moved **THAT THE BOARD OF GOVERNORS (1) GRANT LIMITED DISPENSATION FROM BOARD OF GOVERNORS POLICY 1983-13-A: PROCESS FOR RECOMMENDING PRESIDENTIAL APPOINTMENT; (2) APPOINT AARON A. WALTON PRESIDENT OF CHEYNEY UNIVERSITY OF PENNSYLVANIA FOR A TERM TO**

BEGIN IMMEDIATELY THROUGH JUNE 30, 2021; AND (3) AUTHORIZE THE CHAIRPERSON AND THE CHANCELLOR TO EXECUTE THE NECESSARY DOCUMENTS. (Attachment #5)

The motion passed. Vote: Yes – 10; No – 3

ADJOURNMENT

There being no further items of business to come before the Board, Chairwoman Shapira adjourned the meeting at 6:07 p.m.

ATTEST: _____
Randy Goin Jr.
Chief of Staff

Comments by Dr. Ken Mash, President of APSCUF, on November 13, 2017

Chairwoman Shapira, Governors, and Chancellor Whitney,

I am speaking today in reference to the two recommendations by the Cheyney University Council of Trustees adopted last Thursday that (1) the Board make an exception to Board of Governors' Policy 1983-13-A and (2) that the Board make Mr. Aaron Walton the permanent president of Cheyney University. The faculty and coaches at Cheyney University strongly oppose these recommendations, as do the faculty and coaches at the other 13 universities in Pennsylvania's State System of Higher Education. I confirmed this on a conference call with all 14 of our APSCUF chapter presidents. Our opposition is based on law, policy, procedure, practice, shared governance, comity, and a concern for the future of Cheyney University and all of our universities.

From the outset, I would like to make three things very clear. First, we do not for a moment question people's motives. We believe that all parties want to do what they think is best for Cheyney University. Second, our positions are not based on the credentials or performance of Mr. Walton. Our position would be the same regardless of the person the Council was recommending at this point. Last, we appreciate those that have respectfully heard me out about our concerns.

On Oct. 19, 2017, at 7 a.m., Trustee Joseph Wells, who was the chair of the search committee, sent an email to the other members of the committee stating that "with the endorsement of the full Council of Trustees and the support of Middle States, the Council of Trustees is recommending to the Board of Governors that Interim President Walton be voted in as the permanent President of Cheyney University" and that "as a result of this action, the Presidential Search Committee is suspended effective immediately."

Setting aside the fact that a policy decision had been made by the Council outside the required sunshine requirements, it is clear that this decision had been made — and it had been made without input from students, alumni, or faculty.

I assume at some point someone spoke to a lawyer about Act 188. Section 20-2005-A of Act 188 of 1982 clearly stipulates in subsection 4 that "The chancellor shall assist the board in its appointment of the presidents for the constituent institutions by submitting to the board the name or names of individuals recommended by the council of trustees of the appropriate constituent institution who shall involve students, faculty and alumni in the interview and selection process used to formulate their recommendation."

Further, Section 20-2009-A section 1 of the Act empowers a Council "to make recommendations to the chancellor for the appointment, retention or dismissal of the president following consultation with students, faculty and alumni."

While it is true that "involvement" and "consultation" are vague terms, one would imagine that if there were truly involvement and/or consultation in the interview and selection process that Trustee Wells would not have commented in his email that he knows "this may come as a sudden decision." It is clear that, to this point, there had been neither involvement nor consultation as mandated by Act 188. I assume that a lawyer pointed this out to someone because three meetings followed. On Oct. 24, 2017, invitations sent to the faculty read:

Dear Faculty,

Pursuant to the recommendation of the Council of Trustees you are invited to meet with Interim President Aaron A. Walton to have an open discussion about him serving as the fully-appointed president.

The meeting will be held November 2, 2017, 10:30am, Biddle Hall, 3rd Floor, Room 301. Please confirm your attendance.

The alumni — we do not know how many — received a similar email, and as far as we can tell, on Nov. 6, 2017, the students received an email only inviting them to a “Student Town Hall Meeting with Interim President Aaron A. Walton” that was taking place that evening.

My understanding is that there were trustees at these meetings but that the purpose of the meetings never was entirely clear. Nowhere in the email does it announce the trustees’ intent or what role these constituent groups would be playing. People were permitted to ask questions of Mr. Walton, but when there was an attempt to ask questions of the trustees (at least at the faculty meeting), a trustee told the attendees that the questions should be directed at Mr. Walton. To make matters worse, one trustee told the faculty that the Council was going to recommend the permanent appointment, leaving the faculty feeling that the meeting was only for show.

It is hard to believe that anyone who attended one of these meetings felt genuinely consulted or involved. It is clear that this process did not follow the dictates of the law, and we object to it on that grounds. Regardless of the situation, everyone is bound to follow the law, and this process of making a decision behind closed doors and then afterward holding “meetings” with vague intent does not amount to involvement or consultation as required by the law. It should be also be noted that when a trustee asked whether there would be discussion on the two matters at the Council meeting last Thursday, he was told by the chair that there had already been discussion, leaving everyone with the sense that the decision had already been discussed and made.

Even should you, the Board of Governors, disagree with us about the law, I hope you fully appreciate what you will be doing. By voting to approve the permanent appointment, you will not be making a one-time change, you will be providing a precedential interpretation of the law that says for every university that the process that occurred at Cheyney satisfies the provisions of the law. Regardless of how individual governors may feel today, you will be providing guidance for future Boards. A vote for this appointment is your vote on the record that this fatally flawed process amounts to adequate involvement and consultation for every one of our universities for the purpose of the law. Regardless of any words or assurances that may follow, a vote to make the appointment will be demoralizing and diminishing to students, alumni, and faculty who believe the law and practice ought to hold them in higher regard. Further, it will do lasting damage to any notion of shared governance.

Of course there is also Board of Governors’ Policy 1983-13-A that has been already disregarded even before a vote has taken place to waive it. The policy clearly lays out the role and composition of the search committee and the process. That was already disregarded with the email sent Oct. 19. Section B(6) clearly states that “The council shall submit to the chancellor the names and dossiers of *two candidates* (italics added).” That, too, has been disregarded prior to a waiver. Section B(4)(f), which was enacted just this year, states, “[T]he acting or interim university president shall not be eligible for the position.” Again, this provision

has been disregarded before any waiver has been granted. There is certainly an argument to be made that the Council has already taken action that was not in its power to take according to Board policy, that is, that the policy ought to have been waived prior to the Council taking action.

We have been told that the Board has the power to grant waivers to its policies. That is undeniably true. However, that is very different from the question of whether it is wise to waive this policy, and it is not in this case. First, presidential searches lie at the heart of an institution and the principle of shared governance. Even the Association of Governing Boards has stated: "The manner in which a governing board conducts a presidential search is a reflection upon the entire institutional community. It is the responsibility of the board to ensure that the search is conducted as fairly and openly as possible, consistent with the values of the institution." The Board's policy, while maybe imperfect, is a reflection of its view of the institutional community. Was this "search" honestly conducted as fairly and openly as possible? The facts show it was not.

Second, the Board ought to be careful about the message about granting waivers to policy. Once this policy is waived, who could be blamed for wondering when it may happen again? While a policy waiver might be granted with the best of intentions by this Board as it is currently comprised, who can guarantee that this may not be used as precedent by future governors? I have already received concerned calls wondering if another university might be next.

Third, we are told that the Board is considering this move because of exigent circumstances. But are there really emergency circumstances, or is this just the interpretation of one or a few? Is this move truly required by Middle States? I think we can all agree that it would be extremely presumptuous, improper, and absent authority for Middle States to pick a university president. The same could be said about it even giving its blessing for the waiver of policy and the selection of an individual. That aside, you have been sent a letter from Cheyney's Senate. That letter clearly states that the Middle States representative was directly asked if having an interim president would negatively affect Cheyney University's accreditation. The answer was a flat "no."

But we do not have to rely solely on the word of a single individual. Last Friday, we received a copy of the Middle States' team report prepared after its show cause visit to Cheyney on Oct. 3–5, 2017. Under Standard 5 — Administration, the report clearly states that "In the team's judgment, Cheyney University **does** meet standard 5 (bold in original)."

Please understand that Cheyney University has already appointed a permanent provost without any consultation with faculty. Cheyney University has already appointed a permanent dean of faculty without any consultation with faculty. And Cheyney University finally had a search underway for a permanent president. It should be noted that Trustee Wells' email indicated that there were other factors that impacted the search: (1) Middle States had a Nov. 1 deadline, (2) 15 HBCUs were conducting searches, and (3) six System universities were conducting searches. No. 1 was incorrect about the deadline, and Nos. 2 and 3 are about pragmatics; they are not about an emergency.

Even assuming that Middle States wants this, there is middle ground. Mr. Walton could, without violating law or policy be appointed for a longer-term interim position. That would send the signal to Middle States of an intention to carry out the work that Mr. Walton has begun. Please understand that this is not the will of the Cheyney faculty. After all, they have been promised a search for years. There are also frustrations on that campus that this action may inflame. Regardless, that action would have the benefit of being both legal and consistent with Board

policy. Further and probably more important, it would not make Mr. Walton's job more difficult. There are hard decisions to be made at that university. He does not need to be viewed as in any way illegitimate.

For all of these reasons, on behalf of the faculty and coaches and with equal regard to the students and alumni at all of our institutions, I implore you in the strongest terms possible to not follow the Council's recommendation and to explore an alternative solution that will reflect well on Cheyney University and the System.

**Summary of Major Provisions of the Tentative Collective Bargaining Agreement
Between
Pennsylvania's State System of Higher Education (State System) and
International Union, Security, Police, and Fire Professionals of America (SPFPA)
September 1, 2017 – August 31, 2020**

Term of Agreement

September 1, 2017 to August 31, 2020

Salaries and Wages

Police:

- General Pay Increase of two percent (2.0%) effective October 1, 2017.
- Map to new pay schedule effective first full pay period in March 2018.
(NOTE: Aids in Recruitment and Retention of Police Officers)

Highlights of new pay schedule are as follows:

- Increased starting rate (Old Step 4 is New Step 1).
- Reduced number of pay steps from 20 to 12.
- Percent change between each of Steps 1-4 and 10-12 on new pay schedule is doubled from approximately 2.25% to 4.5%. Percent change between all others remains approximately 2.25%.
- Employees not seeing an increase in base pay as a result of being mapped to the new pay schedule will receive a cash payment of two and one-quarter percent (2.25%) of annual base salary rounded to the nearest dollar.
- General Pay Increase of two and one-half percent (2.50%) effective September 1, 2018.
- One Step Service Increment effective first full pay period in February 2019.
- Salary reopener in contract year beginning September 1, 2019 allowing for negotiation with respect to general pay increases and/or service increments and/or regional market-based pay.

Security:

- General Pay Increase of two percent (2.0%) effective September 1, 2017.

- One Step Service Increment effective first full pay period in January 2018.
- General Pay Increase of two and one-half percent (2.50%) effective September 1, 2018.
- One Step Service Increment effective first full pay period in January 2019.
- Salary reopener in contract year beginning September 1, 2019 allowing for negotiation with respect to general pay increases and/or service increments and/or regional market-based pay.

Health Benefits

Maintain “me too” provision providing SPFPA benefits as structured in accordance with the management benefits program.

Hours of Work

Posting requirements for changes to work schedules are reduced from two weeks to ten days in advance.

Seniority

Change furlough bumping provisions as follows:

- *New Provision* – In the event of furlough, first-level supervisory SPFPA employees who previously held positions in the rank-and-file unit may utilize Bargaining Unit seniority earned while in those positions to bump into classifications previously held within the unit.
- *Eliminate Provision* – Eliminate ability of Management/Non-represented employees who previously held positions in the rank-and-file unit to bump into the unit in the event of furlough.

Miscellaneous Provisions

New Provision – The parties recognize the members of the bargaining unit as “essential employees” for the purpose of applying Management Directive 530.17 (related to office closings).

Court Time

Increase minimum pay for court time from one to two hours at the employee’s regular straight time hourly rate.

Pennsylvania's State System of Higher Education
Estimated Fiscal Impact of SPFPA Proposal on Police and Security Personnel (Received October 11, 2017)
FY2017/18 - 2018/19--ALL FUNDS

*Includes Base Salary, Cash Payments, and Related Social Security and Retirement Employer Payments**
 No Change in Employer Share of Healthcare Rates or Retirement Rates*

Proposal for Police														
2017/18	2.0% GPI, effective 10/1/2017; collapsing steps to new pay scale structure of 12 steps, effective first full pay period in March 2018													
2018/19	2.5% GPI, effective 9/1/2018; one step (or cash payment equal to 2.25% of annual base salary for those already at top of payscale), effective first full pay period in February 2019													
2019/20	Wage Reopener													
Proposal for Security														
2017/18	2.0% GPI, effective 9/1/2017; one step (or cash payment equal to 2.25% of annual base salary for those already at top of pay scale), effective first full pay period in January 2018													
2018/19	2.5% GPI, effective 9/1/2018; one step (or cash payment equal to 2.25% of annual base salary for those already at top of pay scale), effective first full pay period in January 2019													
2019/20	Wage Reopener													
	New CBA	Compensation	\$ Change	%	Compensation	\$ Change	%	Compensation	\$ Change	%	\$ Change	%	Pay Component	%
Bloomsburg	\$1,059,653	\$1,094,844	\$35,192	3.3%	\$1,150,663	\$55,819	5.1%				\$91,011	8.6%	\$126,202	11.9%
California	960,919	991,069	30,150	3.1%	1,051,103	60,034	6.1%				90,184	9.4%	120,334	12.5%
Cheyney	621,666	642,275	20,608	3.3%	676,302	34,027	5.3%				54,636	8.8%	75,244	12.1%
Clarion	623,693	644,857	21,163	3.4%	671,740	26,883	4.2%				48,046	7.7%	69,210	11.1%
East Stroudsburg	751,489	775,726	24,237	3.2%	803,003	27,277	3.5%				51,514	6.9%	75,751	10.1%
Edinboro	821,385	849,442	28,057	3.4%	892,898	43,456	5.1%				71,513	8.7%	99,571	12.1%
Indiana	1,205,557	1,245,419	39,861	3.3%	1,314,159	68,740	5.5%				108,601	9.0%	148,463	12.3%
Kutztown	904,095	933,225	29,131	3.2%	985,028	51,802	5.6%				80,933	9.0%	110,063	12.2%
Lock Haven	627,841	651,556	23,715	3.8%	686,863	35,307	5.4%				59,022	9.4%	82,737	13.2%
Mansfield	551,808	566,969	15,161	2.7%	592,358	25,389	4.5%				40,550	7.3%	55,711	10.1%
Millersville	841,418	867,397	25,979	3.1%	907,833	40,436	4.7%				66,415	7.9%	92,394	11.0%
Shippensburg	980,709	1,009,479	28,770	2.9%	1,050,856	41,377	4.1%				70,147	7.2%	98,917	10.1%
Slippery Rock	775,774	800,214	24,440	3.2%	829,003	28,789	3.6%				53,229	6.9%	77,669	10.0%
West Chester	2,016,580	2,081,463	64,883	3.2%	2,151,702	70,239	3.4%				135,122	6.7%	200,006	9.9%
Office of the Chancellor	0	0	0	N/A	0	0	N/A				0	N/A	0	N/A
TOTAL	\$12,742,586	\$13,153,936	\$411,349	3.2%	\$13,763,511	\$609,575	4.6%				\$1,020,924	8.0%	\$1,432,273	11.2%

Contract Reopener for wages only,
to include consideration for
regional/market pay.

*Estimates based on payroll as of October 11th, 2017

**Although the contract period for the SPFPA bargaining unit is through August 31, 2019, additional residual costs will be experienced in 2019/20 due to a mid-year step and GPI increase.

	2017/18 Base Pay Before New CBA	Compensation Compared to Prior Year						Change in Annual Cost 2018/19 from 2017/18 before CBA		Cumulative Contract Cost			
		2017/18			2018/19			2019/20		\$ Change	% Pay Component	% Pay Component	
		Compensation	\$ Change	%	Compensation	\$ Change	%	Compensation	\$ Change				
TOTAL (Police)	\$10,645,145	\$10,999,308	\$354,163	3.3%	\$11,515,434	\$516,126	4.7%			\$870,290	8.2%	\$1,224,453	11.5%
TOTAL (Security)	2,097,442	2,154,627	57,186	2.7%	2,248,076	93,449	4.3%			150,635	7.2%	207,820	9.9%
TOTAL SPFPA	\$12,742,586	\$13,153,936	\$411,349	3.2%	\$13,763,511	\$609,575	4.6%			\$1,020,924	8.0%	\$1,432,273	11.2%
<i>Comparisons to the AFSCME Pattern:</i>													
for SPFPA w/ July GPI	\$12,742,586	\$13,175,834	\$433,248	3.4%	\$13,781,923	\$606,088	4.6%			1,039,336	8.2%	1,472,584	11.6%
for AFSCME													8.1%

Contract Reopener for wages only,
to include consideration for
regional/market pay.



PA State System of Higher Education Board of Governors

Effective: January 18, 1996

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Policy 1996-01-A: Sources of Funding for University Scholarships

See Also:

Adopted: January 18, 1996

Amended: April 2, 2009; January 20, 2011; April 10, 2014; ~~and~~ April 7, 2016; and November xx, 2017

A. Purpose

To provide flexibility for universities to award institutional scholarships from unrestricted funds. This policy does not apply to scholarships supported by restricted funding sources.

B. Definitions

Institutional scholarships—University-funded financial assistance to a student for the purpose of undertaking for-credit course work not to exceed the full cost of attendance less other grant awards.

Instructional fees—Mandatory fees that may be used to support general instructional operations and academic facilities needs. These fees may be used to cover unusual costs of certain special programs such as music instruments, practica, instructional equipment, required course/university tests and examinations, laboratory supplies, course-required field trips, student teaching, clinical experiences, or related activities.

Need-based institutional scholarships—Institutional scholarships for which eligibility is based upon an analysis of financial need, to include information reported in the Free Application for Federal Student Aid (FAFSA).

Restricted funds—Resources received with purpose restrictions imposed by a donor or an agency outside the State System. The funds must be expended according to the specific directions of the donor or external agency. Examples of entities that can cause funds to be classified as restricted are the Commonwealth of Pennsylvania and its agencies, the federal government, and corporate or individual donors. Unrestricted funds have no restrictions placed on them by donors or external agencies.

C. Administration of Need-Based Institutional Scholarships

1. Need-based institutional scholarships may be granted to students who meet the following criteria:
 - a. Domiciled in Pennsylvania~~;~~

- b. Has completed the FAFSA for the award year;
 - c. Has demonstrated financial need; ~~and~~
 - d. The total financial aid awarded does not exceed the cost of attendance.
2. ~~To use this policy, p~~ Presidents must develop university procedures for establishing, and maintaining, and administering a need-based institutional scholarship fund ~~and its administration~~. University procedures must include funding expectations, not to exceed ~~5.0~~ 10.0 percent of the prior year's gross tuition and fee revenue, or higher limits if established by the chancellor; ~~utilization guidelines; and requirements for annual reports and audits~~. University procedures must be approved by the university council of trustees.
- ~~3. Universities with flexible pricing practices may exceed the limit in section C.2, above, by utilizing revenue generated through the flexible pricing model to ensure access for students with financial need. [Note: this language will be included in the procedures/standards document.]~~

D. Funding of Institutional Scholarships that are Not Based on Need

Subject to the recommendation of the president and approval of the university council of trustees, as part of the annual university budget approval process, the following sources of *unrestricted* revenue may be used to fund institutional scholarships that are not based on need:

- 1. Gifts;
- 2. Unrestricted endowment income;
- 3. Corporate sponsorship;
- 4. Camp, conference, and similar event income (net of expenditure);
- 5. Net revenue from athletic concessions, snack vending machines, and licensing royalties;
- 6. Up to ~~5.0~~ 10.0 percent of the prior year's gross nonresident tuition and fee revenue, or higher limits if established by the chancellor; ~~and/or~~
- 7. Other sources of revenue, as approved by the chancellor.

E. Restricted Scholarship Funds

Nothing herein shall be deemed to govern the awarding of scholarships that are based on sources of funding which are specifically restricted for that purpose by an external source or donor.

F. Administration

The chancellor shall promulgate procedures and standards for the administration of this policy, which may include increases to the amount of unrestricted funds available for institutional scholarships.

PA State System of Higher Education Board of Governors

Effective: December 1, 2017

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Policy 2017-01: *Students Affected by Disasters*

See Also:

Board of Governors' Policy 1999-02-A: *Tuition*

Board of Governors' Policy 1985-03: *Student Domicile Regulations*

Adopted: November 13, 2017

A. Purpose and Scope

Significant disasters may result in affected postsecondary education institutions suspending operations and displacing students. This policy enables Pennsylvania's State System of Higher Education universities to meet the educational needs of students who have been displaced from postsecondary institutions that suspended their operations due to a disaster.

B. Definitions

- **Disaster**-- An event such as a flood, tornado, fire, earthquake, or hurricane that causes substantial damage such that a college/university in a particular region is inoperable for an extended period of time pursuant to declaration by appropriate legal authority.
- **Eligible Displaced Students**—Students, not domiciled in Pennsylvania, who have had their enrollment disrupted at an accredited college or university within the United States or its territories that has suspended operations due to a disaster. Universities are encouraged to work in good faith with students who are not immediately able to provide official college/university transcripts.
- **Out-of-State Tuition**—Tuition and the technology tuition fee charged to students who are not domiciled in Pennsylvania.

C. Policy

The university presidents may waive a portion of out-of-state tuition to eligible displaced students who attend postsecondary institutions that have suspended their operations due to a disaster. Students who meet admission requirements may be offered enrollment on a space available basis and may be charged a reduced out-of-state tuition rate that is at least 102% of the in-state rate. University presidents may waive any and/or all other associated fees.

The chancellor, in consultation with the chair of the Board of Governors, is authorized to waive any policies as necessary to ensure the successful matriculation of eligible displaced students. The chancellor shall promulgate procedures, standards, and guidelines that will ensure compliance with federal and state financial aid requirements, as well as enrollment expectations and window of eligibility for reduced tuition.

D. Effective Date

This Policy is effective December 1, 2017.

AARON A. WALTON CURRICULUM VITAE

12142 Thornhill Court
Lakewood Ranch FL 34202
Phone: 412-580-2399
E-mail: aaronawalton@msn.com

Aaron A. Walton is a retired Senior Vice President of Highmark, Inc. of Pittsburgh, PA where he was one of nine principle officers responsible for providing overall management and direction of all corporate activities. At the time of his retirement in 2010, Highmark, Inc. had 25,000 employees nationally with revenues in excess of 13 billion annually. During his 40 year tenure with the organization, Mr. Walton held progressively higher key management roles in both corporate and subsidiary operations. Additionally, he had oversight of Highmark's Community Involvement, Foundation, Strategic Health Initiatives and joint venture affiliate activities including Gateway Health Plan.

Mr. Walton has served on more than 35 community boards during his time at Highmark. He currently serves as a member of California University of Pennsylvania's Council of Trustees, which he chaired from 1999 to 2003; Vice Chair of the PA State System of Higher Education (PASSHE) Board of Governors, where he was Chair of Academic and Student Affairs, and is Chair of Human Resources.

Mr. Walton holds a BS in Speech Pathology and Audiology from California University of Pennsylvania and a Master of Public Management (MPM) from the Heinz School of Carnegie Mellon University, Pittsburgh, PA. He has been married for forty-seven years to Dr. Gloria M. Walton, a licensed psychologist with specialties in school psychology, neuropsychology, and children's learning disorders. Aaron and Gloria have two adult children: Lauren Walton, M.D., Chief of Addiction Medicine for Keiser Permanente, Downey, CA; and Aaron D. Walton, Manager of Sales and Finance, Wyndham Corporation, Las Vegas, NV.

Education:

B.S. Speech Pathology and Audiology, California University of PA, 1968

Certificate of Accounting, University of Pittsburgh, 1972

Certificate, Property and Casualty management, Robert Morris University, 1989

Master of Public Management, Carnegie Mellon University, 1997

Professional Skills

HR Organizational Management

Financial Management

Strategic Planning

Negotiations

Public Speaking

Meeting Facilitation

Pension Administration

Computer Literacy including Microsoft Office

Work Experience

Management Positions-1986-2010

Senior Vice President VP, Corporate Affairs (Pittsburgh Corporate Offices) 2002-2010

Chairman, Highmark Foundation (Pittsburgh Corporate Offices), Highmark's national medical and social mission philanthropic division

Strategic Health Initiatives (Pittsburgh Corporate Offices), Highmark's Health and Wellness Division

Gateway Health Plan (Medicaid HMO), Highmark's joint venture with Catholic Health System Inc., Philadelphia, PA. Gateway is the eighth largest Medicaid provider nationally with revenues in excess of 1 billion annually.

Community Affairs Division, responsible for evaluation and funding of all community based initiatives in Highmark's 29 county service region in Pennsylvania

Established and operated the Children's Health Insurance Program (CHIP) s in Western PA. This was the prototype for CHIP nationally.

Established the Caring Foundation, a bereavement counseling initiative for parents and siblings of deceased love ones.

Subsidiary Operations

Senior Vice President, Trans General Casualty Company, responsible for administering stop-loss insurance products nationally

President, Health Related Services (HRS), Maine (Portland, Maine), a joint venture with Blue Cross of Maine. HRS Maine was responsible Managed Care of Maine Blue Cross customers

President, Pen-Wel, Inc., a national pension and 401-K administration and claims operation servicing 15 Blue Cross Plans nationally

Chairman, Lifestyle Advantage (joint venture with the Preventive Medicine Institute, Sausalito California), responsible for delivery of the Dean Ornish Program for reducing heart disease (currently adopted and covered by Medicare)

Accomplishments:

Established and managed the first Benefit Training Division for Highmark, Inc.

Created the Highmark Healthy High-Five initiative, an award winning program to address the physical, mental, and social issues of children in Western PA. This was one of the first programs in America to address childhood obesity and bullying. Received a \$100M grant to administer the program.

Created the Life style Advantage Joint Venture with the Preventive Medicine Institute of California, which pioneered a new noninvasive treatment for the intervention and prevention heart disease.

Created a Medical Claims Settlement Unit that and negotiated claims settlements nationally for Taft Hartley Union Accounts saving in excess of \$50M.

Created the Caring Foundation, a center for counseling bereaved families.

Developed the proposal that led to the building of Ebenezer Towers, a 100-unit subsidized apartment building for senior citizens.

Founding member and inaugural Chair, Hampton Alliance for Educational Excellence Foundation (HAEE) 2001. HAEE continues to raise funds and grant awards to teachers in the Hampton Township School District to enhance student development and achievement.

Community Involvement: Board Membership, Leadership Positions Held

August Wilson Center for African American Cultural Center, Chair

Lemington Home for the Aged, Chair

Pittsburgh Foundation (Emeritus Member), Vice Chair

NEED (Negro Emergency Educational Drive), Chair

United Way of Allegheny County, Vice Chair

Allegheny County Youth Crime Commission, Chair

California University of PA Council of Trustees, Chair

Ebenezer Baptist Board of Deacons, Chair

Ebenezer Development Corporation, Chair

Leadership Pittsburgh, Vice Chair

Program for Female Offenders, Vice Chair

Bethlehem Haven, Vice Chair

Three River's Youth, Treasurer

Kappa Scholarship Endowment Fund, Founding Board Member

Awards and Honors

100 Black Men, Inc. - Lifetime Achievement Award, 2016

New Pittsburgh Courier- Lifetime Achievement Award 2015

NOBLE (National Organization of Black Law enforcement Executives) Achievement Award 2014

Champion, Gateway Medical Society, 2011

Urban Hero's Award 2010

Lillian M. Bassi Core Values Award, California University of PA, 2008

New Pittsburgh Courier Men of Excellence Award, 2008
Presidential Award, NOBLE (National Organization of Black Law enforcement Executives), 2007
Chairman's Award, Negro Emergency Educational Drive (NEED), 2005
YMCA Strong Families Award 2004
Brownsville Area High School, Distinguished Alumni Award, 2004
Exemplary Community Service, Mt. Ararat Community Activity Center, 2003
Honorary Benefit Chairperson, Every Child, Inc. 2003
Exemplary Business Service Award, Omega Psi Phi Fraternity, 2002
Black History Month Award, Celebrating Mr. Walton's contribution to the rich history of African Americans, WQED, PTIISBURCH, 2001
100 Man of the Year, Award of Excellence, 2000
Dixonian Award for Outstanding Service to California University, Faculty and Students, 2000
Honorary Chairperson, 20th Anniversary Celebration, Greater Pittsburgh Community Food Bank
Distinguished Alumni Award, California University of PA, 2000
WAMO Outstanding Community Service Award 1997
New Pittsburgh Courier- Lifetime Achievement Award 2015
NOBLE (National Organization of Black Law enforcement Executives) Achievement Award 2014
National NAACP Recognition Award (Chair- 1997 National Convention) 1997
Who's Who Registry of Business Leaders World Wide, 1994-95
Man of the Year Award, Kappa Alpha Psi Fraternity, Inc. 1987
Service Award, Three River's Youth, 1987

Affiliations

Kappa Alpha Psi Fraternity, Inc., Polemarch (President), Pittsburgh Alumni Chapter
Kappa Scholarship Endowment Fund
Sigma Phi Pi Phi Fraternity, Inc., Sire Archon (President), Grammateus (Secretary)
The 100 Black Men of Western PA