

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2012	Both	Board email		<p>I am emailing you to simply ask that you review ALL the materials presented and available regarding integration within PASSHE and its impact on local communities. I agree that actions must be taken to make our state system stronger and sustainable. But the current integration plan is NOT the appropriate action to take. We need to strengthen our future while ALSO strengthening ourselves, our communities, and our places in the state system's workforce development. We need to make students a priority in funding and opportunities. This integration is NOT the answer that we need. Chancellor Greenstein's plan is short-sighted, undetailed, and rife with unknown ramifications for Pennsylvanians. Conversations have started; a communicative framework has been established - let's continue to find a better solution. I ask that you endorse this beginning of a solution and not the end of an education legacy that we will NEVER recover should this integration happen.</p> <p>Please...be the representative of the people...the students, the community leaders, the faculty, staff, and coaches....the people of Pennsylvania.</p> <p>Dr. Amy L.Y. Kutay Professor, Lock Haven University Department of Biology; 1993 Lock Haven University graduate, cum laude; 2-time all-American of the LHU Lady Bald Eagles women's lacrosse team with concerns about NCAA decisions; Wife of 1994 Lock Haven University graduate; Daughter of 1969 Lock Haven University graduate; Mother of a West Chester University Dean's list student; Pennsylvania resident; Voter</p>	Amy Kutay
4/28/2012	Both	Board email		<p>I'm sure you've been receiving lots of emails about Chancellor Greenstein's plan to consolidate six of our PASSHE schools. From the perspective of a faculty member and community member, I am asking you to please join me in OPPOSING this plan that will undoubtedly harm our students, communities, and put the entire system at risk. Our students have been locked out of this process and have no specific idea how they will be impacted by this plan. Students deserve to know exactly what the impacts of this plan are on their educational outcomes. This plan does not guarantee that students will be able to take classes from accredited programs at other universities, as it claims. We are essentially suckering them in with false promises in a classic bait & switch scheme. There are so many factors that will determine whether students are able to take classes at other universities, and this is not being disclosed to the students. Additionally, if this plan results in the reduction of faculty, this will further reduce the viability of Chancellor Greenstein's claims. Imagine recruiting a student to Mansfield in 2022 with the promise of taking an accredited business course from Bloomsburg, only to find out at a later date this would not be possible due to faculty cuts or other resource issues. This plan needs much more work. Students should know what courses, extra curriculars, sports and other services will be available BEFORE they step on campus. Additionally, this plan is upfront that it will not lower tuition or room and board for students; instead, it lists items students can do to reduce their cost of attendance — items that are ALREADY things students can do. The State System says student success is its goal, but this plan does not put students first. We cannot take a wait-and-see approach for our students who cannot afford lost opportunities because of a plan that does not rely on visible student input or data. Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	
4/28/2021	Both	Public Comment email		<p>As the Mother of two Bloomsburg graduates, one Shippensburg graduate and a Grandson at Millersville, I have observed over the years one large problem. There are too many courses offered that are not essential to a BS degree that will contribute to a successful career. Get back to the basics and cut back on the "extra" nonessential courses.</p>	
4/28/2021	Both	Board member discussion		<p>Articulate a process for cataloging and incorporating feedback – April 28 Board meeting and senate hearings – we've done this and what we have done needs to be included in our response manifest and as an item in the revised report (probably even with an appendix including the protocol)</p>	

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4/27/2012	Northeast Plan	Board email		<p>Bloomsburg has been blessed with outstanding leadership, dedicated faculty and staff, loyal alumni and donors, and dedicated and determined trustees. The Bloomsburg family has worked hard to be good stewards of the resources provided by the state and donated by supporters. A healthy financial footing was growing steadily with solid indicators leading Bloomsburg to successfully approach financial viability while providing an outstanding education to its students.</p> <p>Integration</p> <p>These past months have seen a significant effort by Bloomsburg University administrators, faculty, staff, trustees, and students to wrap their hearts, minds, and hands around an integrative process with Lock Haven and Mansfield Universities. Although this is not something we searched out, Bloomsburg recognized that we are part of a state system that was struggling and in need of support.</p> <p>We are resolute in our mission to provide exceptional educational opportunities to Pennsylvanians, and to the extent we can continue to do so as an integrated entity, we have embraced the process and worked hard to take the steps necessary to integrate. As confirmed in the conclusion portion of the recently released Northeast Integration Report, our integration partners have serious issues that present considerable challenges to a successful integration.</p> <p>Areas of Concern: These issues include:</p> <ol style="list-style-type: none"> 1.Lock Haven: sustainability/ right sizing/deferred maintenance. 2.Mansfield: significant deferred maintenance/unsustainable debt. <p>System Requirements were established prior to integration but have not been met:</p> <ol style="list-style-type: none"> 1.Balanced budget by 2021-2022. NOT ACHIEVED by Mansfield. 2.Sustainability targets (right-sizing by 2021-2022) NOT YET ACHIEVED BY LOCK HAVEN. <p>Lack of Complete Implementation Plan Report:</p> <p>The Implementation Plan Report does not include detailed analyses of deferred maintenance, physical plant issues, ongoing bond debt, or system loans, and is dependent upon certain enrollment projections. It is based on assumptions that a combined academic array will attract more students, who will fill the dorms, which will enable debt to be serviced, reduce duplicative expenditures through shared services, and lead to a positive return on investment.</p> <p>The question arises as to what will happen if those projections are not realized? Who will own the ongoing debt? What if students are deterred from attending an integrated university due to reliance on online learning? What if integration discourages donors from supporting their alma mater?</p> <p>BLOOMSBURG PROPOSITION: For the integration to be successful and the personnel/resources that Bloomsburg is pouring into it to be productive and not a drain on the only financially viable partner in the triad, we need the following issues to be resolved before the Bloomsburg COT can fully endorse the integration:</p> <p>Mansfield:</p> <ol style="list-style-type: none"> 1.System loans (past and present) (currently up to approximately \$13M) forgiven or satisfied with non-Bloomsburg resources. 2.Immediate need deferred maintenance: (approximately \$32M). Need a Commonwealth commitment for satisfaction through one time or multi-year allocations. 3.Bond debt: If enrollment is not sufficient to cover the auxiliary debt service (approximately \$6.8M/yr), non-Bloomsburg resources must be used to underwrite this ongoing expenditure for a five-year period. 4.The Commonwealth must agree to take over underutilized and excess real estate. 5.Cost of razing of unused/unnecessary buildings to be covered by the System. <p>Lock Haven:</p> <ol style="list-style-type: none"> 1.Immediate need deferred maintenance: (approximately \$30M): Need a Commonwealth commitment for satisfaction through one time or multi-year allocations. 2.Right-sizing student to faculty ratio and balanced budget. <p>Cost of Integration: (\$32M): Confirmation that all direct integration costs will be borne by the System, and not by Bloomsburg University.</p> <p>Ongoing Review: Interim reviews must occur where we evaluate results and keep options open in order to ensure that the needs of the students of Bloomsburg University and PASSHE are being met.</p> <p>Resolution: We recognize that there are many unknowns, such as salary increases, the availability of ongoing state funding, the merger of different cultures and the impact of integration on enrollment and fundraising. Even in the face of these unknowns, if provided evidence that the above concerns relative to Mansfield and Lock Haven will be addressed, Bloomsburg University will, with cautious optimism, proceed with the integration process. However, in the absence of such assurances, due to the significant risks and the potential for a negative impact on Bloomsburg, the Council of Trustees would not be in a position to fully and openly support moving forward with the integration process.</p> <p>We would be happy to speak with you about these concerns in more detail at your convenience.</p> <p>Respectfully, Mary Jane Bowes, Chair Bloomsburg University COT</p>	Mary Jane Bowes

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4/28/2021	Both	Board email		<p>Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel. Specifically, local communities, small-business owners, locally elected officials and campus communities deserve more answers than outlined in this plan; to move ahead with this plan without those answers is irresponsible.</p> <p>We believe not knowing the local economic impact of consolidation is a huge missing piece of this more-than-400-page plan. Small-business owners hopefully coming out of the hardships of the COVID-19 pandemic deserve to know what effect a consolidated campus will have on them. With forced hybrid learning and potential layoffs, what type of financial hit can they expect to have, if consolidation is approved? Additionally, what will the local tax impact be to local governments, including school boards? The potential for hundreds of thousands of dollars in lost tax revenue is something the chancellor's plan does not explore. We owe it to the local taxpayers to let them know what the chancellor's plan will mean for them.</p> <p>When asked about an economic-impact study at a Feb. 9 hearing before the Pennsylvania Senate, the chancellor responded: "Yes, it is underway, and it will be made available to the committees, and it's actually referenced on slide 55, and I should have called it out. So the three pieces that remain, the three big pieces of work that remain to be done: the academic program array, the organizational chart and ... the business plan. With those things in hand, then the various impact analysis that's required by the act, impact on students, impact on faculty and to your point impact on communities, it flows out of there. And we do have baseline data because we did do an economic impact study I think in 2015 or 2016, so we have baseline data that we can use directly."</p> <p>This plan does not contain any local economic-impact study that was referenced during the Feb. 9 hearing. In the interest of transparency, the chancellor should share the economic-impact plan he mentioned at that hearing, if one exists. Even without an economic-impact study included in this plan, the Political Economy Research Institute in April released an analysis of how devastating the local economic impacts will be through consolidation and layoffs. You can read the report at https://www.peri.umass.edu/component/k2/item/1439-the-economic-impact-of-the-passhe-employment-reductions.</p> <p>We cannot take a wait-and-see approach for our local communities that depend on the campuses for their survival.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	
4/28/2021	Both	Board email		<p>First, I'd like to invite each one of you to shadow me for a week to see the importance faculty members place on student success in the PASSHE system. I give my students my phone number to text me. I had a student text last night at 7:30 to talk about how she's overwhelmed due to working an almost full-time job helping her father's business unpaid, while also working as a dance teacher to make money, and taking full-time classes. After a full day of teaching, office hours and meetings, I dropped what I was doing helping my own son with a project to talk to this student, who was in tears. This is what our students are facing in our state system. And, they rely on us to give them the education they need to reach their goals. They rely on the faculty of our state universities to help them and guide them. We don't just show up, teach, go home. We are a lifeline to many students, and we are available to them day or night, year round. Without a healthy, well-funded state system, these students would not have many other affordable choices. Pennsylvania is the 6th in the nation for population, yet in the bottom 6 in the nation for funding of higher education. That's no accident. It's because of the lack of priority on higher education in Harrisburg, and many reckless choices. The integration plan is another one of those reckless plans.</p> <p>I urge you to scrap the current integration plan, and revisit with a more equitable plan that will not harm local communities.</p> <p>Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel. I am originally from Cambria County, the daughter of a real-life coal miner, and know how fragile local economies are the western part of the state. A plan to eliminate jobs right now is not responsible.</p> <p>Specifically, local communities, small-business owners, locally elected officials and campus communities deserve more answers than outlined in this plan; to move ahead with this plan without those answers is irresponsible.</p> <p>We believe not knowing the local economic impact of consolidation is a huge missing piece of this more-than-400-page plan. Small-business owners hopefully coming out of the hardships of the COVID-19 pandemic deserve to know what effect a consolidated campus will have on them. With forced hybrid learning and potential layoffs, what type of financial hit can they expect to have, if consolidation is approved? Additionally, what will the local tax impact be to local governments, including school boards? The potential for hundreds of thousands of dollars in lost tax revenue is something the chancellor's plan does not explore. We owe it to the local taxpayers to let them know what the chancellor's plan will mean for them.</p> <p>When asked about an economic-impact study at a Feb. 9 hearing before the Pennsylvania Senate, the chancellor responded: "Yes, it is underway, and it will be made available to the committees, and it's actually referenced on slide 55, and I should have called it out. So the three pieces that remain, the three big pieces of work that remain to be done: the academic program array, the organizational chart and ... the business plan. With those things in hand, then the various impact analysis that's required by the act, impact on students, impact on faculty and to your point impact on communities, it flows out of there. And we do have baseline data because we did do an economic impact study I think in 2015 or 2016, so we have baseline data that we can use directly."</p> <p>This plan does not contain any local economic-impact study that was referenced during the Feb. 9 hearing. In the interest of transparency, the chancellor should share the economic-impact plan he mentioned at that hearing, if one exists. Even without an economic-impact study included in this plan, the Political Economy Research Institute in April released an analysis of how devastating the local economic impacts will be through consolidation and layoffs. You can read the report at https://www.peri.umass.edu/component/k2/item/1439-the-economic-impact-of-the-passhe-employment-reductions.</p> <p>We cannot take a wait-and-see approach for our local communities that depend on the campuses for their survival.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	
4/28/2021	Both	Board email		<p>Hello. I am writing to voice my concern, disappointment and disagreement with the plans to consolidate the SSHE colleges. I am a graduate of "BU". My late husband spent 36 years of his life teaching at BU. The college is dear to me and integral to the town of Bloomsburg! BU is one of the more financially "solvent" colleges within the entire SSHE system. The plan to consolidate BU with other, failing SSHE colleges (in this case, the plan to "integrate" BU, Lock Haven and Mansfield) is essentially a punishment to BU. In my opinion, BU will also lose its identity and excellent reputation within the SSHE system. In addition, I have read that the proposed plans for consolidation in no way guarantee increased enrollment and improved financial solvency for the failing colleges (Mansfield and Lock Haven). Please consider using whatever influence and authority you have to prevent this from happening!</p>	
4/28/2021	Both	House Hearings		<p>Org chart - worth clarifying why we chose a high level graphic – aligns with msche submission, concern with talent management (not freaking people out), and timing – need affirmation by board so new u leadership team can actively begin –building out their organizations in consultation with one another and acting president</p>	

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4/28/2021	Both	Board member discussion; trustee discussion		Pursue dgs funds to relieve debt service load in the west in particular and hasten its time to positive net revenue – April board meeting resulting in an approach being made specifically to dgs. Needs to be included as follow up action and in report	
4/28/2021	Both			Indoctrination	Frank Sheahan
4/28/2021	Both	Public Comment email		Will the graduates receive updated diplomas with the new university name? How do we explain this to perspective employers?--	
4/28/2021	Northeast Plan	Student,Alumni/Donor		I am most concerned about the potential economic impacts in the regions where the consolidating universities are located as well as across other areas of the Commonwealth. I fear that the sum total of this plan will result in lowered revenue for the Commonwealth and a lowered quality of life. I do not see cost savings in this plan. I see a deterioration of our regional economies and long-term negative consequences.	
4/28/2021	West Plan	Student		<p>Hello Dr. Greenstein,</p> <p>My name is Nick Howard, and I am a senior Accounting and Management major at Clarion University. I have been listening to and analyzing the integration for the western universities for a while, and I just wanted to provide you with some feedback and suggestions I have come up with regarding the western integration.</p> <p>First and foremost, I definitely feel that each university must keep its own identity because each university has such a rich history within their respective communities and with thousands of alumni. I also think that each campus must keep its own athletic teams in order for each campus to remain competitive. I would also hate to see any sporting facilities be abandoned since each community really rallies behinds their local sports teams. Finally, when it comes to marketing and recruitment, I feel that it would be beneficial to have both a whole university approach and an individual approach with recruiters and admissions departments at each campus. That way both the benefits of the whole new university are conveyed, and each campus's diversity can still be highlighted as well. There have been many questions about what this new entity would look like. I have created a possible organizational structure chart for the new entity and have attached it to this email.</p> <p>I have looked through Edinboro's, Clarion's, and California's academic programs. We do currently offer a great deal of programs, but I did have a few new program ideas I would like to share with you. None of the three campuses currently have these programs. I also wanted to note that I think these new programs could be successfully created with our current resources. I have attached a document that lists the new program ideas.</p> <p>Also, while looking at all three university's programs, I noticed that a couple of California's current programs have the potential to be big hits at the other two universities as well. California's Entrepreneurship Certificate program would definitely do well at all three universities because there are traditional and non-traditional students who are just looking for the basics so they can start their own business. I also think that California's Principal's Certificate and Superintendent's Letter of Eligibility programs would do well at all three universities because each university has strong education programs. Therefore, expanding this option to all three campuses would help teachers in different communities further their education and careers. Finally, I feel that California's Vet Tech program would really thrive and attract a good deal of local students at Clarion because Clarion is such a rural community with many students living on farms and having experience with animals. I know I graduated from a school that is only 40 minutes from Clarion and a lot of my classmates went to a different university for that type of program.</p> <p>My final programming suggestion is to start offering adult/community programs. Examples would be offering painting classes to the general community, offering computer basic classes to senior citizens, offering general first aid classes, and offering basic classes on investing and personal finance. Community members would all pay a fee to take these courses which could be another revenue stream for each campus. It would also help bring the community onto each campus which could be advantageous in many ways. Also, adult sporting teams and leagues could pay a fee to use university sporting facilities which again could provide another revenue source for each campus. Finally, since each campus has a computer science/information systems department, each campus could create a technology help center where the general community could go for help with any technology related questions. It would benefit the community and benefit students by giving them real world experience.</p> <p>I just have one other minor point I wanted to make. It is in regard to each campus's bookstore. Since the three campuses will be sharing faculty and courses, I feel it would be most advantageous for all three campuses to have the same bookstore vendor. For example, California has Follett High Education Group who operates their bookstore, therefore it would make sense for Clarion and Edinboro to have Follett too. That way faculty would not have to go through a separate book adoption process for each campus and there would be uniformity for students at all three campuses. I think it is extremely important for each campus to retain a bookstore because not only do students need a store on each campus for their books, but alumni, admitted students, and orientation students all love coming to the bookstore when they come to campus to stock up on school merchandise. Having a good bookstore on all three campuses would also definitely serve as a good marketing tool.</p> <p>I want to thank you Chancellor Greenstein for all your hard work on this initiative and for taking the time to read my thoughts and suggestions. I hope all of this can help with the process and formulating a good plan moving forward. I graduate next week but would love to still help out in any way I can. Thank you again for your time.</p>	Nicholas Howard
4/28/2021	West Plan	Other (please specify)	Parent	<p>My daughter selected Clarion University for their amazing Speech Pathology program for many reasons - it's size and family like feel for one and the lower tuition and fees really won us over. She and I were very impressed and encouraged at the Speech Path Day we attended when it was discussed that as a "bonus", Clarion makes the effort to admit it's own BS students for the MS program before other applicants and admission is not based solely on the GRE scores and grades but also about knowing the student who they have educated along the way. This was a great relief as getting into an MS program can be difficult and stressful due to sizes of the programs and not all students fare well with standardized testing not to mention the cost of a graduate degree can be astounding.</p> <p>My daughter who is now finishing her junior year is very concerned (as am I) worrying that with the merger, the Speech Path program at Clarion will be eliminated altogether or if it's merged, she will be forced to relocate to a different campus or university system to complete the required MS in order to practice. She is a good student but to have her BS possibly rendered useless if there is a delay in getting into a graduate program is frightening and quite frankly not what Clarion advertised.</p> <p>Lastly, I have never understand why the Speech Pathology program is not an integrated degree to begin with - I can assume it is a financial one. My daughter MUST have an MS in order to practice once she graduates. Maybe now is the time to consider transitioning to an integrated BS/MS so the fear and panic of these students (and their parents) can be alleviated.</p> <p>Thanks for listening</p>	Suzanne Smith
4/28/2021	West Plan	Student,Staff,Alumni/Donor		I am apart of a large alumni group and many have expressed concern about a possible change in the name/identity of Edinboro. We understand how there can be many benefits from this integration but keeping the identity of each school is very important to not only current students but to alumni and faculty as well. I can not imagine coming back to visit campus for homecoming and there not being bagpipes present. I speak for all alum of Edinboro University as I write this because as I said I am apart of a very large Facebook group that has thousands of alumni in it. In this group the main concern that I have seen is about the identity of each campus. If there is a way to integrate without changing the names of each school, the mascots, and everything that the schools individually embody, I think many alum, students, and faculty will be for this change. If the identity is changed, I know many people associated with Edinboro University (including myself) would be very upset about this.	

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4/28/2021	West Plan	Alumni/Donor		<p>Until the Covid pandemic, I was a higher ed administrator for 15 years - a vocation I felt called to by my transformational experience as a student at Edinboro University. My higher ed career allowed me to understand a lot of the system's struggles and I've been vocal about them as well as those specific to my alma mater. I believe this plan DOES NOT address the systemic issues facing the three Western Integration schools or the system as a whole.</p> <ol style="list-style-type: none"> 1. The system has been suffering from years of benign neglect by the Legislature. Passive oversight allowed schools to overgeneralize, become too similar, and overbuild in spite of looming demographic change. This must end. This also allowed the state to underfund the system to the point that students and simply pay (or borrow) just a bit more for a Penn State/Pitt branch campus or a PA private school with a high discount rate. The case for support for state funding of affordable higher ed is terrible. The simple explanation that providing low cost (and low debt) education increases taxable earnings is more and more important as the state continues to lose population. Also, we need to question why it costs so much more to house state prison inmates than it costs to run a state university. The per-inmate expenses of even low-security state correctional facilities in PA exceeds the per-student expenses of PASSHE schools. 2. Since PASSHE is almost exclusively comprehensive universities, the value proposition is cost. Similar to shopping at Aldi, the price has to be low enough to convince most to switch from the options with strong brand awareness. PA simply isn't funding PASSHE well enough. A proposal to significantly increase state funding in exchange for holding the line on tuition is the best case. Ideally, tuition & fees should be low enough to be covered by a full Pell grant. And room & board should be low enough to be covered by a full PHEAA grant. 3. Specific to Edinboro, lazy and poor management related to enrollment is their top issue. And it can be corrected. Edinboro needs to get better at recruiting students. Not generating applications but actually convincing students to choose to attend Edinboro. They also need to improve the student experience so that students choose to stay. If students feel connected and welcomed, they will want to be there, they'll find a way to stay. Additionally, Edinboro needs to get creative with pricing. They should revisit a neglected program to discount tuition for residents of Ohio and New York. I believe the previous plan was abandoned after just one full admissions cycle. How much of the 100 mile radius around Edinboro is Lake Erie, Ohio, and New York? More than half. PASSHE out of state tuition is not competitive with in-state tuition at Ohio and New York state schools. Edinboro should also lower the price of living in its residence halls to encourage more students to live on campus. If done well, revenue can exceed the current structure plus lead to possible additional revenue from improved retention rates of resident students. 4. The job cuts are catastrophic to the local communities - which FOUNDED these schools. Pennsylvania didn't choose to place a state university in Edinboro, PA. The citizens of Edinboro founded a school that was eventually sold to the state. Pennsylvania owes it to its citizens to keep good paying jobs in these mostly rural communities. The staffing cuts to achieve only break-even finances outweighs any possible outcome. These are towns already struggling from Covid-related changes to where students live and the gradual erosion of rural economies in PA. Job losses will cause irreparable harm to these communities as well as decimate the return on investment in PASSHE by the state. <p>I love higher education because I love Edinboro University. I sincerely hope that the Chancellor and the Board of Governors will read these comments personally...and when possible, respond accordingly.</p>	Scott Irlbacher
4/28/2021	West Plan	Alumni/Donor		<p>The integration of the PA universities is a reasonable and financial responsible solution to address the dire financial circumstances facing the state universities. That being said, as a proud alumni of Clarion University, I don't believe that it is necessary, nor acceptable, to change the name of our university. The idea of adopting another university's name, or something ridiculous like Integrated University at Clarion is not the least bit palatable. If this happens, I will no longer donate to the university. Please reconsider the idea of changing the names of these proud institutions. It's important to the alumni.</p>	
4/28/2021	West Plan	Staff		<p>I work at Clarion University and there are many questions I have, but will only ask a few. First one is in regards to the Venango College campus. Why is the closure of this campus not included in this plan. There are hardly any students and employees that utilize that campus. It could save Clarion millions in salaries, benefits upkeep, etc. If the university is all in on this intervention, Venango needs to be closed to save a substantial amount of money. Secondly, the rumor going around is lower paying jobs may be lost. Now, it is understandable some may need to be cut, but why is the administration, like usual staying quiet on high management and administrators not being cut. I understand that the plan is not completely finished but it is amazing management only talks CD about clerical and facilities losing jobs. Clarion is heavy on over paid administrators and management. In fact, one promotion just took place in facilities. The assistant director was promoted and received a 13k raise, but the old director was not let go and was re-assigned and didn't lose pay. Then you wonder why staff doesn't trust this process. Departments across campus are short staffed, police department working with only 7 officers, mostly one to a shift. If PASSHE is serious about change, order these universities to fill the positions that make the universities function. Believe it or not, universities have more employees than professors, management and administrators.</p>	
4/28/2021	West Plan	Student		<p>I would like to say that this integration is not something that the state system should be focusing on in the midst of a pandemic, but to find new ways to support students that does not involve changing everything that they have become accustomed to if they want people to consider staying at their current school. The plans in the paperwork do not work for these three schools who everyone knows have bigger issues than the amount of degrees offered. If you want the student body to feel more confident in their school choice, then starting with professionals on campus to actually offer support would be the start. There was hardly anyone around to provide help before the pandemic shut down campus, so I can only imagine it now, or after thinking using less people to facilitate three schools worth of students would be the solution.</p>	
4/28/2021	Northeast Plan (moved to West)	Alumni/Donor		<p>I understand that there are changing student demographics, greater competitiveness between higher educational institutions to offer relevant degree programs, and the impact of growing personnel, administrative and operational costs. As a taxpayer and state legislative program director, I can see that very issue demonstrated daily with struggling local school districts burdened with similar issues. For that same reason, I am in favor of this plan. However, I am concerned that the Clarion brand may be lost. I am one of 20 members of my family who have had the distinction of attending or graduating from a PA State System of Higher Ed School -- 19 of us attended Clarion while my grandmother attended Slippery Rock. What I now enjoy the most is the close comradery of all the graduates of the system, especially here in New York. Even though we were once rivals athletically, we share the bond of being an alum of the same system -- part of the same family.</p>	George Fillgrove
4/28/2021	Northeast Plan	Other (please specify)	Pennsylvania citizen - graduate of Shippensburg	<p>In order to increase revenue the buildings on campus which are not needed could be repurposed. For example: a community business or national company (such as law firms, accounting or financial institutions, etc.) could rent space as offices. At the same time these firms could be a source for internships or work study programs. As for dormitories no longer needed they could be converted to Senior housing. This would enhance vibrancy between the community and college with having different generations interact through classes or other cultural activities. Again this would also provide more revenue through rents and fees from Seniors to participate in on campus activities.</p> <p>I have checked box for Northeast plan, however this same scenario would also apply to the West plan.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Alumni/Donor		I graduated from Clarion a large number of years ago. I was just in the process of reaching out to the foundation office as I was considering an endowed award/scholarship. Unfortunately, this plan makes me very hesitant to make any such donation as it is clear that Clarion might not continue. I noted that the plan states that donations will stay with current campuses but that it could change in the future. It makes me very concerned that an endowment that could be in perpetuity would no longer be meeting the intent of the endowment. As such I am no longer interested in making the endowment. I realize that this decision does not affect the plan, but it seems that such feedback is needed and that somehow future, potential donors need to be much more assured than the current plan states.	
4/28/2021	West Plan	Alumni/Donor		Good afternoon, While I am an enthusiastic supporter of this plan to integrate and thus support the longevity of the three Universities, I am concerned at the treatment of Visual and Performing Arts. Across the three campuses, there seems to be very little opportunity for students to engage with the arts, and especially music and theatre. The academic array does not provide a lot of specific information, so this may indicate that further discussion is needed. However, as a practicing arts educator, I see much value in arts education and experiences for all students at all campuses. In addition, these areas support community involvement in each community. I would like to understand more about how Visual and Performing Arts will be integrated into this plan, and what potential growth areas within those disciplines may be examined to increase enrollment in the future.	Rob McClimans
4/28/2021	West Plan	Student, Faculty, Alumni/Donor		Other colleges in Pennsylvania are (accurately, I believe) seeing this integration as a crippling of PASSHE and are seizing upon the opportunity to recruit students by asking them if they really want to attend a school that is losing its footing and offering fewer choices. The Western and Northeastern integrations are not good moves, despite the Chancellor's glowing narrative. Also, state system faculty have largely been excluded from the process, despite PR issued by PASSHE. Finally, the Chancellor's comment that (to paraphrase) "if we all don't buy into his plan right away he's going to propose legislation to destroy the system" is irresponsible and inappropriate for the leader of the system. In essence, he has transformed from state system savior into angel of death in one breath. He clearly doesn't understand the needs of students and communities within the system and should resign.	Michael Downing
4/28/2021	West Plan	Other (please specify)	Taxpayer	I support this plan, with the hope that the reasons underlying declining enrollment across the system are being addressed in an effective way. No merger will fix declining enrollment, but it will, however, make the system more cost-effective and competitive, which I appreciate.	
4/28/2021	West Plan	Alumni/Donor		These schools are fucked. You were bound to collapse eventually. It's a stupid system where art students have to take math and math students have to take geography. Don't give me the "well-rounded" bullshit. It's a scam for more money, nothing more. Kids now will be learning from YouTube and trade schools. Good luck and thanks for fucking over me and everyone I know who went to boro every chance you got.	
4/28/2021	West Plan	Other (please specify)	Alumni and business	The plan as proposed was developed ineffectively with respect to time for development, consideration of alternatives, cherry picking of key, inexperienced and unknowledgeable committee members (with respect to University history of disciplines, etc.), and neglect of basic organizational details. Yes, the sharing of curriculum and faculty are and always should have been utilized. However, to completely dismantle departments and university services for an integrated and new approach is wasteful, financially draining and draining in terms of effort and productivity. Has anyone considered inherent costs of office movements (literal movements), the alignment of advertising, marketing, forms, risks to accreditation, letterhead, business cards, dismantling the disciplines and discipline identities, student access and web site information? Can this all be done in record time, as well? Have you viewed current enrollments for Fall semester--they tell the story. As prior leadership (figure-head) positions retired or vacated, (the source for these financial issues) they were replaced by the inexperienced and inept management voices who truly ran the universities into dire financial conditions. So, we have the same problems, in place. What we as a system system are in need of is an analysis of Leadership at each University. Knowledgeable leaders need to be put in place who understand common sense approaches, marketing endeavors, academics and means to making decisions that are not arbitrary. Faculty are your earners; Admin and Passhe are overhead. Why isn't Passhe staff being enlisted and utilized for marketing for Universities, coordination of technology, alignment of academics, institutional research and streamlining of purchasing? Clearly the culture survey of a few years ago, meant nothing. Our voices are squashed and morale is non-existent; all we can hope to be is mere survivors in a demoralizing and self promoting game. The literal costs for this integration, as well the loss in productivity and morale are insurmountable. Does this Board understand the daily operations; have they taken time to view, listen and discuss with those directly involved? Overt public comment is not an avenue for discussion when a threatening and vindictive culture exists as was identified in the campus culture survey.	
4/28/2021	Northeast Plan	Faculty		What a despicable plan! Using arbitrary data from a past year in order to support a preordained plan to dismantle the system is pure evil. This chancellor should resign immediately and crawl back in the hole from where he came from. He lied to us when he arrived, claiming that he would be transparent and a strong advocate for the system that he's now leading into the ground. Go home in shame!	
4/28/2021	West Plan	Alumni/Donor		I would like to recommend that the 3 Universities be renamed: Western Pennsylvania University -Clarion Campus -California Campus -Edinboro It's simple and straightforward and all 3 are located in the West. Doug Hall Clarion '73	Doug Hall

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	Northeast Plan	Alumni/Donor		<p>As a alumnus of Edinboro and resident of Pennsylvania it is very disappointing on what is happening. Past administrations and government lacked the oversight and common sense when it came to realistic budgets. It was all about spending and growing without looking at the big picture.</p> <p>Hard to believe that these so-called highly educated people could act so stupid.</p> <p>Whoever becomes in charge should not have a PHD but be someone who has true business experience like running a Dairy Queen!</p> <p>I know however, the new administrator will be acclaimed with intelligence, paid way too much and drive the whole system further down the drain. No more money from me!</p>	
4/28/2021	Northeast Plan	Faculty		<p>It seems like faculty and staff cuts are happening whether or not integration happens. So what is the actual benefit for integration?</p> <p>The stated purpose is to save money with one leadership team. However, Dr. Hanna is the president of two universities and got a pay increase: most likely the provost and president and other administrators would see pay increases when integration happens. And administrators aren't being cut: Lock Haven's President simply transferred to PASSHE. So where is the net savings?</p> <p>The argument is also that integration saves money because backend HR and technology services can be merged. But this was already happening before integration.</p> <p>The argument that integration EXPANDS student opportunity is highly disingenuous. How can cutting faculty and staff expand opportunity? The State System says, well, they have expanded opportunities because they have access to faculty across 3 campuses instead of one. Yes, but only through online learning. It's not entirely clear to me that students want online learning. They are fine with a few classes here and there, but not to the extent that PASSHE is pushing.</p> <p>So that leads back to my first question: what is the main benefit of integration?</p> <p>PASSHE is also pushing the narrative that total cost to students will fall 25%. This is laughable. They say that will happen if students stay home instead of living in the dorms, take high school AP classes, transfer from community colleges, etc. But that's already possible! Integration doesn't make any of those things more possible! So stop saying that the cost of attendance will fall by 25% when in all likelihood, tuition will eventually rise again. These three years of frozen tuition won't last forever.</p>	
4/28/2021	West Plan	Faculty		<p>Where's the empirical data, not cherry picked anecdotes from a handful of graduating seniors, that suggests students, overall, are in favor of consolidation? This seems as though it would be pretty easy to do with simple 5-10 question survey sent out to all PASSHE students. This would be a perfect opportunity to be transparent and inclusive.</p> <p>This austerity measure may save money, although we have not seen ANY evidence for how that will happen. The consequence, however, is to the quality of education provided to our students and the future of the commonwealth. Enrollments will plummet. The System will then again blame "failing" Universities for that, and then, finally, Universities will be recommended for closure. Sounds like a win win situation for a state that is ranked pretty much dead last in funding higher ed.</p> <p>https://www.cbpp.org/research/state-budget-and-tax/states-can-choose-better-path-for-higher-education-funding-in-covid?link_id=5&can_id=f2b61c6f59ed3131924fe48ee86098d3&source=email-advisory-wednesday-pas-higher-ed-funding-and-student-debt-among-worst-in-nation-new-report-2&email_referrer=email_1079576&email_subject=release-pas-higher-ed-funding-and-student-debt-among-worst-in-nation-new-report</p>	
4/28/2021	Northeast Plan	Faculty		<p>I'm very concerned about the prioritizing of "employment" as the key factor for designing and funding majors. Studies have shown that liberal arts majors, typically seen as irrelevant to employment, do much better long term than students who are trained in highly specific career fields. As we have no clue what kinds of skills students will need in 5-20 years, a well-rounded liberal arts education is imperative for an educated, flexible, and curious citizenry.</p> <p>Further, students and taxpayers are bearing the financial burden to create "employable" workers for PA industries. If industries want a workforce trained to do jobs for them - they should be paying for it. Students should not be paying to do for credit internships and professors should not be responsible for job training. Higher education was never meant to be job training, and industries are increasingly shirking the responsibility to adequately train workers to universities where students have to pay increasingly higher tuitions just to get an entry level job. If PA industries are the ones who profit from this workforce, they should be paying for and training their own employees. If public higher education is going to actually serve citizens and students, it cannot focus solely on employment and making for-profit companies happier at our expense.</p>	Stephanie Brown

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	Northeast Plan	Faculty		<p>This plan will likely reduce the greatest strengths of our universities: face-to-face interaction with students. A key part of this plan is to offer more instruction to students across campuses. However, much of that instruction will likely be online. After over a year of online instruction, it has become clear that our students and faculty do not want online instruction as a substantial method of delivery within a degree program, nor do they find it as effective as in-person instruction. Hybrid instruction, where some students are in-person and some online, is the worst of both worlds. Hybrid instruction divides the instructor's attention and often causes students online to miss valuable information or students in person to be come bored and wonder why they are in class when they could be online. (My experience and those of my colleagues is that of universal disdain for hybrid instruction. Students also seem to dislike it.)</p> <p>My specific program within our major is only offered at Bloomsburg. Should students from other campuses wish to take it they would have to complete a majority of classes within the major online. They will miss out on getting to know their instructors, on opportunities instructors might recommend for them if they were attending classes in person, and on formal and informal mentoring that takes place only with face-to face interaction. These students will in effect become second-class receiving reduced benefits for their tuition dollars. Truthfully, I would not feel I could even write a letter of recommendation for a student that I only knew from online course.</p> <p>This plan seems rushed and is pushing change for the sake of change. It will not benefit students and will only alienate faculty and staff. This process must be halted and rethought. Change is needed, but this plan is not what is needed. I do not ask this for myself. I am senior enough that I can work a few more years and then retire. However, I have seen many faculty work hard to create vibrant programs. I have seen students work hard and become successful alumni. This plan threatens to destroy a lot of progress and sully the reputation of individual schools and the State System in general.</p>	Jerry Wemple
4/28/2021	Northeast Plan	Faculty		I think both plans are well thought out and offer the greatest potential for successfully addressing some of the issues we are currently having. At this time, I have not seen any alternative plans beyond seeking additional funding to maintain the status quo. I personally believe that sort of "kicking the can down the road" will ultimately put us in the same position in time and have negative consequences not only for the stakeholders involved but also the state. I believe these plans are the best option we have to honor the schools in our systems and "do right" but all involved to the best of our ability.	
4/28/2021	West Plan	Staff,Alumni/Donor,Ot	Community mem	<p>What is being proposed is a quick fix of PASSHE as a whole, not the individual colleges, employees or the communities they reside in. Moving to a heavy online presence will not attract students, the world has plenty of SNHU's and University of Phoenix type institutions to pick from. Stick to the brick and mortar which gives students the socialization they crave. Do you see Pitt, Penn State, Duquesne, RMU moving to a larger online presence, NO! Pulling students into the online world causes a multitude of mental health issues and leads to cheating instead of learning. Every PASSHE campus has new, upscale buildings that will rot away if we continue to strive towards a larger online presence. We saw the effects of online learning during COVID with many students struggling and ultimately withdrawing. Focusing heavily in the online market will turn our universities into diploma mills and ruin PASSHE's strong history. In regards to what is being proposed for the loyal faculty and staff is absolutely appalling. As a current staff member, cutting 871 positions is not a win for this Chancellor and is hurtful when we strive daily to keep things running smoothly for our students. We are human beings not a number on a report. Instead of combining campuses, let's first look at the salaries of all the upper administration. Recently many of the Universities have brought in new employees at much higher wages than their predecessors. How is that logical? Does every campus need that many administrative positions? It is funny how when a staff member leaves, those of us left are made to pick up the slack and do multiple jobs at low wages but the upper administration does not. As for the effects on the communities, every one of the campuses reside in a small, struggling town - this proposal will sink those towns even further into despair. Many faculty, staff and administrators live in the various towns too so the tax base will take a huge hit. How is Chancellor Greenstein viewing any of this as helpful? All I see are detrimental cuts to say he fixed PASSHE but at what cost?</p>	
4/28/2021	Northeast Plan	Faculty		I believe the plan will weaken Bloomsburg University financially and will be detrimental to the education of our students. The plan will necessitate increased reliance on distance education, which our students and faculty have repeatedly indicated they are less satisfied with. Our strength as a university is working face-to-face with our students and creating mentoring relationships with them. If we rely more heavily on distance education, our enrollment will suffer.	
4/28/2021	West Plan	Alumni/Donor		<p>I am against this plan. You are more or less erasing 150 years of tradition and history because of poor leadership decisions 20 years ago. The universities have already been stripped of just about everything they were and are already a shell. Now you are taking the very last thing they have, their identity, and getting rid of that as well.</p> <p>20 years ago I questioned why new dorms had to be built. Why old things were being torn down before their time. What happened to that grand plan?</p> <p>Do not expect my patronage to whatever name is decided. Maybe in the spirit of the "Washington Football Team," the new name should be "Western Pennsylvania Consolidated University"</p>	
4/28/2021	West Plan	Alumni/Donor		<p>Everyone understands the realities that the schools are in financially and that name changes are going to occur in some shape or form.</p> <p>Please navigate this inevitable change with extreme caution, keeping in mind that many alumni and friends of the schools are beyond committed to maintaining the integrity and branding that has made the schools what they are today.</p> <p>Going too far into the "new" may result in a significant negative impact when engaging alumni and local residents in the future.</p> <p>- 2 time Edinboro University of Pennsylvania Alumnus (1997 & 2003)</p>	Eric Steele
4/28/2021	Northeast Plan	Staff		I think this is a long overdue change. As a staff member that came from out of state, from another system, I can see a lot of things needed to be changed from the ground up. It's hard for those that have worked in the broken system for so long to be able to "see" another way of being. I think both plans will have positive results for the system and state as a whole and I fully encourage the changes put forth in the plans.	Christina Kinney

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Faculty		This integration is literally being thrust / forced upon us, with no regard for the time that individual faculty members must spend on all the work of integration vs. actual contracted teaching responsibilities. Further, the process is not transparent. By way of example, faculty members were not given organizational charts indicating the integration committee names and the names of committee members. Committee members were chosen arbitrarily and all faculty members were not given the ability to participate in the process. As such, integration committees are not truly representative of the individual faculty members who have spent their entire careers building curriculum and serving our students. How many members of the Board of Governors have taken the time to meet directly with faculty in order to understand the entire dynamic? Has anyone calculated or challenged the cost of all of the work associated with this integration vs. the cost savings post-integration? Has no one paid attention to the Campus Climate Survey that was conducted last year? The survey overwhelmingly indicated that the voices of individual faculty members are not heard, that Administration does not participate in shared governance, that vindictive, retaliatory, and corrupt conduct abounds on our campus, that not all are treated with fairness. Who is looking at the layers and layers of administrators that should have been eliminated years ago? Instead, once-successful programs have been dismantled (death by a thousand cuts) and faculty are retrenched; the very faculty that make money for the University. There is a failure of leadership at our individual campuses. Administration plays favorites. We need leaders with common sense, willing to hear the concerns of individual faculty members, leaders who are not afraid to do the right thing; to the contrary, we have at least one leader who says, "I do not want to meet with individual faculty members." Please wake up! Bring in at least one faculty member from every individual program and talk with them about their integration concerns and about the arbitrary and capricious behavior of the Administration. The local union is of no help whatsoever in these instances. We have literally no where to turn, hence this lengthy comment. Who will hear us?????????	
4/28/2021	West Plan	Faculty		As chair of a large department with multiple programs at Cal U, I have been involved in the feedback process that lead to the current proposal from the viewpoint of several different stakeholders, especially as regards the program array. While I appreciate the fact that this process did ultimately include giving the entire faculty an opportunity to provide feedback, as well as the fact that at least some of that feedback appears to have been acted on in the final product, I am concerned that this feedback process has primarily involved one-way communication. That is, faculty submitted their comments on the program array, suggested changes, and plead their cases, but the only response they have received (if it can be called a response) is the revisions made (or not made) to the final array. This leaves faculty in the dark about why their recommendations were or were not heeded. They are left wondering, if their recommendations were not heeded, whether those recommendations were simply ignored, or misunderstood, or dismissed with good reason. Even in the cases where the faculty recommendation was heeded, it may still be unclear whether management actually approved of the faculty's reasons, or made the change for some other reason. I think most faculty are eager to find a way to adapt their programs in whatever way will make them successful in the new integrated environment, but are unclear about what management would see as a success. I think a series of meetings between management and various affected programs would go a long way to getting faculty and management on the same page about what sorts of changes are needed and why.	Joel Press
4/28/2021	Northeast Plan	Faculty		Comments and some questions as a critique of the plan: How will student success services and counselling improve through coordination, when at each campus they are underfunded already, and not able to keep pace with growing demand? There is no evidence, except blind hope that enrollment will improve by "creating opportunities" all of which we already offer. So what is innovative about that (e.g. ACE already exists)? BU is competing with LCCC who is allowing at least one local high school to give college credit when students complete the high school curriculum, not college curriculum taught to high school students. The plan speaks about stackable credentials for returning adult learners based on current market demands. This is no more forward thinking than the accusation that universities need to adapt to a new era. We are in a pandemic, and we cannot possibly predict its impact on what programs will be in demand in the future. Either you believe and commit to a comprehensive 4-year program, or you do not. Programs that do not have any immediate or "job-ready" benefits will fight for resources on an uneven playing field. The Plan speaks about career-ready, which in the context, seems to be about specific jobs. The plan seems to skip over career readiness that is not linked to job-ready degrees. Where is global education in the Northeast plan? Students at consolidated universities will be expected to take some courses online to complete their degrees, why would they select a NewU, when other universities in PASSHE and throughout the country won't create that demand. Looking at the list of risks in each category, your own plan acknowledges that this is going too fast and enrollment will suffer. There appear to be no savings, and in fact costs will increase. The so-called opportunities referenced in the "plan" submitted to BOG are never spelled out. Will there be technology equity? Many students struggle with being able to afford technology and internet. The plan speaks of hundreds of faculty participating and confuses that with support. Faculty participated because they are professionals, they are content experts, they know their students, and they should be in control of curricular decisions. In some cases, if not many, the manner in which these sub and sub-sub groups were created, where faculty had a voice, were mysterious, undemocratic. If you want innovation that creates opportunities, then you provide leadership. Instead the sub and sub-sub group reports submitted to the provosts which shaped their array, did not represent the diversity of experiences within disciplines, given no time to conduct research and be creative, and made recommendations that were often times simple compromises of the lowest common denominator. Create opportunities by having a lively discussion of a gen ed for the 21st Century; create opportunities by encouraging disciplinary experts to rethink their majors for the 21st Century; provide time and opportunity for that creative conversation to occur.	
4/28/2021	Northeast Plan	Alumni/Donor		Why was this plan studied ? What was lacking in the three separate university concept that this combination will improve ? Please be specific with out educational and political jargon.	Dan Hoffman

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Other (please specify)	parents of a current	<p>My son , who will be a 5th year senior next fall-----one semester to go, would like to graduate from Edinboro State University. We also would like to see this on his Diploma.</p> <p>I graduated from Eastern Michigan U----and as you know Michigan has a Western, Eastern, Northern and U of Michigan.and Mich State U; It does not sound like your planned system will look like theirs.</p> <p>Times are tough. I had 2 kids go to Penn State and I do not believe that that system should gobble up all of the local PA students through their extensive branch campuses. Come on now. Small schools breed success and compassionate higher education, larger campuses house sports teams. Research and egos.</p> <p>Edinboro the town depends on the jobs and incoming students for their economy. Promote these smaller schools. Did we not learn this past year that Zoom School, and Virtual Teaching is a poor education.</p>	Theresa Weaver
4/28/2021	Northeast Plan	Alumni/Donor		<p>Hello, I am a proud Alumni of Edinboro University. Edinboro has a tight-knit Alumni culture who rallies behind the name of our Alma Mater. We are loyal to the Edinboro name, as I am sure are Clarion and Cal-U Alumni as well.</p> <p>Please consider keeping the names of the schools separate during this merger or at a minimum clearly represented so we can maintain our identity as proud Edinboro, Clarion, and Cal-U Alumni.</p> <p>Thank you, Warren A proud Fighting Scot Alumni</p>	Warren Lantz
4/28/2021	Northeast Plan (moved to West)	Alumni/Donor		<p>Hello, I am a proud Alumni of Edinboro University. Edinboro has a tight-knit Alumni culture who rallies behind the name of our Alma Mater. We are loyal to the Edinboro name, as I am sure are Clarion and Cal-U Alumni as well.</p> <p>Please consider keeping the names of the schools separate during this merger or at a minimum clearly represented so we can maintain our identity as proud Edinboro, Clarion, and Cal-U Alumni.</p> <p>Thank you, Warren</p>	
4/28/2021	West Plan	Alumni/Donor		I think it's important for each University to keep its individual identity. This will encourage the sale of memorabilia and such. Whenever I go to campus, I buy new gear. But I would stop doing that if my former University just became another satellite campus for a main campus.	
4/28/2021	Northeast Plan	Faculty,Alumni/Donor		As a faculty member at one of the campuses that will be integrated, I think this is a great idea!	
4/28/2021	Northeast Plan	Staff		<p>As someone who has put in a lot of time on integration planning already, I will say that I am 100% in support of any direction we need to go to make this work and I fully support this change.</p> <p>My concern is that the proposed timeline will create a rushed implementation. Very soon, we will begin to make decisions based on this timeline, and not based on strategy. This would be a huge mistake that we can't really afford to make.</p> <p>Please please please give us this Fall 2021 and Spring 2022 to implement all the functional areas for the incoming class of 2023. There are a lot of willing people ready and able to make this happen the right way. But we can't just flip a switch this summer and expect recruitment to go well. The last thing we want is for this plan to fall on its face.</p> <p>Sincerely A 20-year employee</p>	
4/28/2021	Northeast Plan	Alumni/Donor		I understand the goal, to create a better experience, more resources, etc for the student's - however, I don't believe that a 1% increase is significant enough to make such significant changes to campuses, curriculum, and staffing. While one university right sizes based on budget and follows what they should (the most sustainable university out of them, nonetheless); other universities have not done this. Why should one school be responsible to cover the others in the integration. Especially when it is the better campus of the three. As an alumni, and one who has gone through several degrees/certificates through Bloomsburg. I don't think I would ever come back to further my education if the schools integrate.	
4/28/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Parent of current student	It is truly a shame that you are doing this to students who applied to go to a certain University and now you are changing the rules in the middle of the game. Maybe you should consider implementing this four years out, or you should have thought of this before. Then you could have made it know to people applying that starting in year XXXX your will be graduating from some unnamed conglomeration of schools. Students works hard, they have many choices. They chose their school that they wanted to receive a degree from. It's really wrong to do this to them mid college career. As a 1988 alumni of Bloomsburg, a parent of a 2016 Bloomsburg grad and a parent of a 2023 Bloomsburg student, I couldn't be more disappointed in what you are doing.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Staff		<p>This is very exciting news. This has to occur for the students. This integration (Western) will allow the students a more affordable option, expanded services, and a broader Academic Array. This Integration can be ground breaking for what may come across the nation and for the future of Higher Education. I understand that change of this magnitude can raise emotions, but we are at the point where change is a must. Students can no longer shoulder the financial load. Our consumers are students and we must give them the opportunity to succeed by making it more affordable while expanding services. The Integration will allow this to happen.</p> <p>Thank you</p>	
4/28/2021	West Plan	Faculty,Alumni/Donor		<p>I feel that the consolidation process is detrimental to current and future students, as well as the communities that these universities serve. Academic programs and faculty at each consolidated university have been diminished and demoralized, not improved and inspired.</p> <p>Fewer faculty at each campus equate to fewer positive experiences for students (think mentorship, quality/quantity of specific courses for majors, and even loss of entire major programs, such as Geography!).</p> <p>Campus administrators have arbitrarily chosen which programs to cut, and have cherry-picked data to try and support those cuts. Sound decisions regarding consolidation are impossible if the data used to make those decisions are corrupt (e.g. using the peak of enrollment as the baseline for comparison, rather than a decade long average).</p> <p>Fewer students will want to enroll in a "consolidated" campus where they will have to take up to 30% of their coursework online, fueling further decline in enrollment. Less enrollment will mean less for local businesses, especially those in small towns/rural areas, where these consolidations are taking place. The costs of consolidation far out-weigh any benefit. STOP THE CONSOLIDATION, improve state funding, help rural communities by improving, not cutting, local campuses.</p>	
4/28/2021	West Plan	Faculty		<p>Students are very concerned that their regional university will no longer offer the degree programs that their university is known for. Being a "pipeline" to another university is not something that works for many students in the region. Alumni testimonials are clear, they would not have gone to college if not for their university meeting their needs. Period.</p> <p>The elimination of degree programs does not benefit students and actively discriminates against low-income and at-risk students who cannot relocate to another campus. Some degrees require labs and studio courses that will require students to relocate. These degree programs should offered at all campuses currently hosting those programs. Doing anything less is not serving the students or the region, and is going against the very purpose of the regional campuses.</p>	
4/28/2021	Northeast Plan	Faculty		<p>The PASSHE "consolidation" plan--NO. Why? It literally (as an English professor, when I say literally, I mean literally) does nothing. It meets NO GOALS that any rational citizen of the Commonwealth would want. It does not save the system/legislature money. It does not save students money. It does not increase enrollment. It does not improve the quality of education. It does not improve the economy of PA. The Chancellor is not claiming it achieves any goal; he simply claims that we just have to do it or close the system. This is false. It seems like Chancellor Dan wants a good line on his resume--because otherwise he would propose something rational, rather than something so surface shiny and so completely nonsensical.</p> <p>The plan does not make any of the affected campuses self-sustaining. The plan says that it saves \$18.4M over 5 years (.002% of the annual budget) but the cost of the "redesign" itself is 30M. Over the next five years, it would lose the system 22M, without accounting for all the losses of students, which would then lose the state system money, as well as the brain drain of students seeking education elsewhere, not to mention the staff and faculty job losses, which would be enormous.</p> <p>This unplan takes advantage of the tragedies of the pandemic by forcing a hybrid teaching/learning strategy on students in outlying areas. No one thought this year was positive for students; it was perhaps the best we could do under the circumstances. This institutionalizes Zoom classes for rural and many other students--you can't take math in one place and English 120 miles away, unless you are forced online to do it. For, again, literally no benefit--only harm.</p> <p>This "plan" is no plan at all: it does not address many other issues as well, including everything from scholarships to hiring and to athletics. Stop the hype, Dan: find a way to save face--seriously. This is a ridiculous, unthought-out, top-down, punitive, inequitable response that helps no one but you. That sounds like Donald Trump, not you. Don't be a Trump. Be a Biden--underpromise and overdeliver, for the people, not you.</p>	
4/28/2021	Northeast Plan	Student,Staff		<p>A lot of us would like to know the possible negative impacts this could have on students, staff, and faculty at each of the schools. With any decision we make in life, there stands a chance to receive repercussions from it. Any time that anyone asks or brings up our concerns, they get tossed aside and ignored as if they were never asked.</p> <p>Please start listening and being open with us. The way a lot of us see it is that this is a way to put Lock Haven and Mansfield under as enrollment is going to drop in favor of other state schools that will not be going through such uncertainty.</p> <p>We all know that this integration is not as positive of a decision as our "superiors" are making it out to be, and it is time that our leaders start leading with honesty so we can make a decision for ourselves if our current universities are still the right home for us.</p>	
4/28/2021	Northeast Plan	Student		<p>Students should not have to travel to other campuses to take classes, especially for those who do not have a car on campus. Online/zoom classes should be limited, if not eliminated, as many zoom classes were not well run at all, pretty much in shambles.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Faculty,Alumni/Donor,	Parent	<p>I think that the design of the plan is flawed in several ways:</p> <ul style="list-style-type: none"> -First, this has been done in other states and consolidation resulted in high costs for the states and a poorer four-year liberal arts degree experience for students. -Second, the benefits touted for students through consolidation are all available to them now without consolidation. -Third, sharing presidents has also been investigated empirically, and the results are not good for any of the sharing institutions- split loyalties and resources. -Fourth, work must be done by someone on campus, and so although there may be shared administrators, chairs, etc., people on the ground will need to be paid to handle this work, and these roles, even if they are not given the official titles. This will create more layers of bureaucracy for students. -Fifth, although the strategic use of online and distance education is a good thing, large online programs typically decrease the quality of education and the value of the degrees awarded. There are many examples of people completing degrees at online institutions only to find they were not prepared for or competitive in their field. We do not want to become these institutions. -Sixth, consolidation will encourage students to go to non-consolidated campus where they have the benefits already afforded students through online learning and transferring credits, but where they are also guaranteed face-to-face learning for all majors at one four-year degree campus. This will decrease the size of the incoming classes of consolidated schools undermining their existence. -Seventh, the consolidation plan combines the schools with greater debt due to unwarranted building by past presidents. Consolidated schools will just have more combined debt to overcome. Also, the plan targets less affluent communities. Why not share resources across the state? <p>If consolidation is not the solution, what are the possible solutions?</p> <p>First, affiliating all universities across the system and encouraging joint programs and shared resources could help. This is a very different process from consolidation. Schools would be independent and have their own presidents, provosts, and chairs. As discussed above, affiliating more affluent areas of the state with less affluent makes more sense.</p> <p>Second, the state system could help schools pay off debt on poorly funded building that was done by presidents who departed after several years. This would make these institutions financially solid again. The state system has some responsibility for these actions and debt by allowing schools to build extravagant structures without having the capital saving to complete the project. Instead of spending millions of dollars on the consolidation process this money could be used to pay down building debt. These schools would then be solvent.</p> <p>Thank you for the opportunity to share my ideas. I am a graduate of the state system and after working for 20 years in my field I returned to it as a faculty member. It and all public higher education is very important to me. Like many of our students I was a first-generation college student and without publicly funded four-year schools I would have gone on to complete a Ph.D. Despite being a very strong student in high school, I would have likely taken a few community college classes, and then left to go to work full time. If I had gone on to school, it would have been through a very indirect route.</p> <p>Our students are in a similar situation. They work hard, often juggling jobs, family and school and they deserve more support for state high education than consolidation offers. In fact, consolidation is likely to undermine their ability to receive a liberal arts education. Without state sponsored education we will continue to have a widening split between those with education, opportunity and money, and those without. Please consider alternatives to consolidation.</p>	
4/28/2021	Northeast Plan	Faculty		<p>I write as a faculty member at WCU.</p> <p>I'm deeply disappointed that the Board approved a sixty-day comment period on a proposal with so few answers to crucial questions. How, exactly, are we supposed to *comment* on unresolved matters of massive import: labor questions (not just faculty, either, but staff and campus workers of all kinds, even managers!); NCAA regulations; academic accreditations; critical policy questions about curricular authority; a frankly appalling disregard for the economic impacts on both regions; and such massive unknowns about how this will affect actual students (not hypothetical examples) that if I were a student, I couldn't imagine committing a PASSHE institution without clear, concrete answers.</p> <p>Simply put, I'd love to comment on the plan, but there's not much to say about it, except to point out all the questions it fails to answer adequately; Act 50 required very detailed information that simply doesn't exist at this moment. The 60-day period is not the time to find answers we should already have to questions we've been asking for months. I can understand if Board members found the idea of moving into the Public Comment phase to be a pretty low-stakes decision, but I respectfully disagree. There is not a plan, and as such it's a bad plan for everyone to whom you're responsible: students, citizens of the Commonwealth, all the members of the campus and local communities, and everyone else.</p>	Seth Kahn, PhD
4/28/2021	Northeast Plan	Alumni/Donor		<p>Can an explanation be given as to why Lock Haven's money to balance its budget is being taken from them for other purposes? The guy responsible for this travesty will leave soon-with a lot of critical damage left behind at all six schools. Remember this, Lock Haven will always be Lock Haven.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Faculty,Alumni/Donor,	Parent of student	<p>The 4/28 presentation was quite short on detail. It's especially disappointing that PASSHE has not made a good faith attempt to account for the impact of consolidation on students and on local communities. Unanswered questions include:</p> <p>Students:</p> <p>Why were results of the student survey not released?</p> <p>How will student preference for in-person classes be factored in to decision making? How will it be made clear to students what percentage of coursework will be composed of online and/or multimodal classes? How will students be provided the on-campus experience we know they want?</p> <p>What resources will be provided to assist students we know struggle with online delivery: low-income, rural, and first generation? Will they be provided laptops and hot spots? Has the cost of these resources been figured in to the overall costs of consolidation? (when will PASSHE present actual cost/savings figures?)</p> <p>What other steps will be taken to retain students in the midst of this disruption to their educational experience?</p> <p>How will consolidation benefit students financially?</p> <p>How does PASSHE plan to attract students to the consolidated university/hybrid programs?</p> <p>Why did the BOG vote to move ahead with consolidation before the NCAA ruled on individual campus teams? This decision will have an enormous impact on our student athletes.</p> <p>Why did the BOG vote to move ahead with consolidation before we had answers on cross-campus accreditation for special programs? Before Middle States approval? Doesn't it make more sense to wait until these questions are answered?</p> <p>The fact that the Chancellor used imaginary students in his presentation is telling. I can't imagine that our real students and their parents missed the implications of that choice.</p> <p>Communities:</p> <p>When will PASSHE conduct an economic impact study to determine how consolidation will affect the small PA towns its universities have been a vital part of for over 100 years? The UMass study indicates that these communities will take a six million dollar hit.</p> <p>What is PASSHE doing to lobby for additional funding for its universities?</p> <p>How will PASSHE explain the necessity of consolidation to the communities it will decimate? It appears that the plan will cost over \$29 million over five years, with around \$18 million in savings. And PASSHE will still need an additional \$30 million from the state? I'm not seeing a compelling answer in the 4/28 presentation.</p>	
4/28/2021	Northeast Plan	Staff		<p>I think this is a good move forward. A combination of successive, weak presidents and the machinations of the faculty had led us to a point where we LHU was financially unsound. I know the balancing of the budget is a separate issue, but the combination of schools and the firm decisions by President Hanna will put us, and hopefully all three schools, in a better position to serve the students.</p>	Jim Heiney
4/28/2021	West Plan	Alumni/Donor		<p>I realize because of demographic shifts in the population, the individual schools must "integrate" to ensure the long term viability of the State system. However, I truly hate the fact that Edinboro is going to lose it's name and traditions. B-O-R-O Let's Go! Long live the Fighting Scots!</p> <p>Take good care of the departing faculty.</p> <p>Sincerely, Cynthia A. Karaffa, PhD Edinboro class of 1980 BA Sociology</p>	Cynthia A. Karaffa, PhD
4/28/2021	West Plan	Alumni/Donor		<p>I am strongly opposed to the plan to consolidate Clarion, California and Edinboro.</p> <p>Small state colleges provide a key opportunity for many first generation, poor and middle class students to attend college for the first time. Combining the administration of ALL state universities (i.e. SUNY) may be a viable option for cost savings but creating a single entity university out of these three schools with campuses at each location, may produce unintended and devastating results. While this consolidation is being sold as a way to save these universities, I suspect that in the long run, it will negatively effect alumni engagement, the economies of the towns where these universities reside and further reduce enrollment.</p> <p>In my humble opinion, the real issue is that our state provides tax payer funding in excess of \$600 million to the four state-related schools including Pitt, Penn State, Lincoln, and Temple, while funding for the 14 STATE schools like Clarion and IUP is around \$475 million. It seems to me that if you were serious about the sustainability of the state college system, those numbers, at the very least, should be reversed.</p> <p>Voters, the Legislature and the PASSHE need to advocate for a re-distribution of state funding instead. After all, the "state-related" schools are not part of the state system and thus not really accountable to the taxpayers in spite of receiving tax payer funding.</p> <p>As a parent of a high school senior who is currently making his college choice, our son has explored both in-state and out-of-state options. From our experiences, It appears that many other states are much more committed to their state universities.</p> <p>Please reject his proposal.</p>	Richard Hrivnak
4/28/2021	Northeast Plan	Alumni/Donor		<p>Why are you not looking to combine West Chester (the best performing school) with Cheyney (the worst performing)? They are only a couple miles apart.</p> <p>Before I will comment on this merger, I would like an answer to my question posted above.</p> <p>Thank you</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Faculty		I don't see the evidence of the cost savings that justifies all the work related to this this project? Also, the vision for the virtual campus doesn't support many of our students who are rural, first generation students. Some don't have access to high speed internet/broadband and the devices needed. I am concerned we will lose those students to other universities. Much much more detail needs to be provided related to the new university!	
4/28/2021	West Plan	Student, Faculty		<p>As I read the plan, including the executive summary, and watched the brief promotional video, I could tick off on my fingers how every single statement was a lie. This is a poster child example of what those in my discipline call 'the chaining of social problems.' This means that an initial problem is addressed though not alleviated. The strategies attempting to solve that problem then create multiple additional problems unanticipated by the problem solvers. Rinse and repeat, and repeat and repeat. I know that you know very well that this won't save money, won't improve opportunities and circumstances for students, won't magically streamline various offices and their activities. But you may be able to fool the public into thinking you are taking a stand. And then you will blame the faculty when it fails. I've heard this song before. The vast majority of the supposed opportunities for students already exist with no integration whatsoever. Faculty-wise, you are taking faculty in often-toxic work environments and adding additional people to the mix. Hardly a recipe for success. But the Chancellor needs a false feather in his cap before he abandons this gig and runs off somewhere else; he's done it before. That is well known. I know that PASSHE has gone so far in this integration process that they feel they can't back out now without revealing that they don't know what they are doing. At this point, my best advice -- eliminate departments altogether in the state system and let the disciplines take care of things they need to be working on, like teaching and research. Not all departments need an administrative assistant and/or department chair, so you can still 'save money' by eliminating lower salaried workers. Officially open online education at each of the 14 schools to students at each of the other schools. These are really helpful actions that don't take much time or effort on your part.</p> <p>Another set of facts that I know you know: faculty are not excited and students are worried and seeking opportunities outside the state system. The collective bargaining agreement was not written in anticipation of merging any schools in the system. You may try to spin this by saying it is archaic and outdated. But the writers of this document were sensible, not a hopeless pile of group-thinkers like PASSHE. This integration will requirement breaking the CBA and if you go through with it, you'll find yourselves deep in arbitration. Have a good time! Or, you can cut your losses now and curtail the chaotic trajectory of this hideous juggernaut. Please do.</p>	
4/28/2021	Northeast Plan	Other (please specify)	Retired staff and adjunct faculty	<p>While I do appreciate what a sensitive issue this is, I do not understand why Cheyney is not merged with West Chester.</p> <ol style="list-style-type: none"> 1. I believe Cheyney's 2018-19 enrollment is less than ONE THIRD of its 2008-09 enrollment. 2. Historically, Cheyney has experienced a disproportionate share of "fiscal hiccups" within the PASSHE. 3. West Chester is perhaps the highest performing institution in the PASSHE, and no two PASSHE institutions are geographically closer. <p>I realize Cheyney is a HBCU of historic significance, so I believe Cheyney students should continue to receive a Cheyney degree AND, if desired, a West Chester degree. I would suspect West Chester may be somewhat reluctant, but WC has always thought outside the box.</p> <p>Please confirm the arrival of this comment, so I do not need to follow up in the media. My email is below.</p>	
4/28/2021	Northeast Plan	Faculty		<p>This is not a good approach for the Northeast/West consolidated schools, PASSHE as a whole, or our students. I have reviewed the first 22 pages (the non-Appendix) and will carefully review the remaining documents. I plan to post again. I will acknowledge that later post, so my feedback is not double-counted.</p> <p>My immediate response is that the Chancellor and Board of Governors have set forth a risky plan to a system that has endured, and been sustained through, greater crises than the ones facing us at present. There should be integration in areas like enrollment management and supplies procurement. We should encourage more collaboration and partnerships across universities in all areas.</p> <p>Take those steps first. Then build from those successes while learning from the inevitable mistakes.</p> <p>This plan, in contrast, is a risky departure from this model. Mistakes with the current approach will be costly monetarily and in terms of the strengths of our institutions.</p>	
4/28/2021	West Plan	Alumni/Donor		<p>I read your FAQs about why you are doing this. I certainly understand the need to take this step.</p> <p>But it still isn't clear to me why these SPECIFIC universities are being consolidated, and others are not.</p> <p>Is it money? Viability? Did I miss something?</p> <p>For instance, if it's mainly geography, I would have expected Slippery Rock to take the place of California alongside Edinboro and Clarion, or perhaps in addition to those.</p> <p>Could East Stroudsburg be consolidated with Mansfield, Bloomsburg, and Lock Haven?</p> <p>My own alma mater, IUP, has always been one of the stronger schools, along with West Chester. But what about Shippensburg, Millersville, Kutztown, and Cheyney? Are they still viable by themselves?</p>	John Garner
4/28/2021	West Plan	Alumni/Donor		<p>Thank you....long overdue decision to save our state universities.</p> <p>We are parents of two alumni from Clarion and IUP.</p>	Jan and Gary Aughink
4/28/2021	West Plan	Student		<p>I see this as a bandaid to a failing system. I don't see how integration is going to help. I didn't realize that PA gave so little to higher education. Without more state aid, I don't think any plan will help. If these universities are failing close all of them and use the money for those who survive.</p>	Eugene Baker. Clarion

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	West Plan	Staff		The Western Integration is vital to the survival of the three campuses. All three are in situations where bold change is needed. Not acting would likely lead to further undesirable outcomes and would in fact have grave impact to the community. Yes, there will be likely impact to employees however, and this is thinking beyond myself, those actions may be needed to keep the mission alive for our current and future students. Much thought and planning and thought has gone into the integration to this point and a great deal more is needed. Change is inevitable and integrating puts change in our hands rather than allowing current trends related to declining high school graduation rates and the overall financial outlook of our campuses dictate actions. Employees in the West, again speaking to my own interactions, have been collegial and there is a recognition of the need for this integration. Yes, change may be scary but the overall concern for ones employment is not going away if a vote to integrate is not affirmed. Please vote to approve the Western Integration. I have faith that this is the correct direction and that together California, Clarion, and Edinboro will be stronger than apart.	
4/28/2021	Northeast Plan	Student		I would very much like to know how this is going to affect my class sizes. Some of my classes now have over 200 student in them. Why would I want to attend an integrated university if those classes are going to have even more students with less personal attention? In addition, my department is now so low on faculty that I cannot seem to get anything done that is necessary to my graduate education. Every professor is so overloaded with core classes for health science majors that it seems as though my education does not matter, and it will be even worse in the fall after some of our faculty retires. I am starting to feel as though my education does not matter, but how much money the university can get is what matters. I truly regret coming to Bloomsburg for graduate school.	
4/28/2021	Northeast Plan	Alumni/Donor		This reminds me of when Sears and Kmart merged. Merging two declining schools (Mansfield and Lock Haven), will not create a good university. It will just create one, larger, declining school with Bloomsburg subsidizing it.	
4/28/2021	West Plan	Alumni/Donor		My time at Edinboro University, from 2016-2020, was riddled with difficulties that stem from financial aid offices losing documents, to the lack of true leadership due to the various presidents that have come to the university. These issues are shared with some of my close friends from my graduating class, but we're always shoved under the rug. In turn, the university lost money and decided to cut majors, especially in the arts and music department, even though it was their bad investments that led to the loss. I feel if the students had more say in the development of these universities, we wouldn't have to merge universities that are riddled with such flaws.	Nick Bryan
4/28/2021	Northeast Plan	Other (please specify)	citizen of the commonwealth	Higher education is a public good, it's no mistake that PA government has systematically underfunded the system. This is on purpose to degrade the system because the government has engaged in destructive practices towards the citizens of the commonwealth (i.e., fracking against the state constitution, embracing gambling, etc.). These university institutions and their leadership expanded their physical space and construction which is very expensive. The bonds that were issued (endorsed by the PA governor) have put these systems into debt. The middling managers have protected themselves and disinvested faculty (who are the heart and mind of any higher education institution). This is lobotomizing by design, to dumb down the populace of the state so they can be more malleable by the legislature. There is also an attack on tenure, by not hiring more tenured faculty to replace those who have retired. That is to say, administrators have run up the credit card then say, "oh we can't afford all these expensive teachers." It's a back door attack on tenure. And you should be ashamed of yourselves for supporting it. Let me say this Bill Gates castoff is not an expert in higher education, and is essentially a nod to a billionaire that lives on the West Coast to look for some imaginary lifeline instead of a public good supported through taxation. He is a hollow man for taking on such a task, who will degrade faculty and the COMMUNITIES that thrive on the economic engine that college's provide to the local area (think shopping, sports, events, and beer halls). All the rental and property value that will be lost in these far flung, but charming towns. I know this comment will do little to sway you. But use your brains and return our state to the public good, instead of a copy of some country that is chaotic and run by oligarchs. One more time. SHAME ON YOU ALL... I'm a believe in what goes around come around, and your efforts will come back to bite PA, your descendants, and our national strength and cohesiveness.	
4/28/2021	West Plan	Student,Staff,Alumni/Donor		Keep in mind students choose these schools because they are affordable. If you are going to increase the prices, students will expect to get something in return(i.e. better concerts, improved dining, transition to wet campus, etc.) there are many ways to make a school more appealing and if you increase tuition rates as part of this integration many students will go to a college that provides a better experience for a similar price. As an undergrad alum and current graduate student from one of these schools I am still familiar with what students look for. We look for a place that is going to feel like home because it does essentially become our home for several years. Taking away the name of my school would also take away that happy feeling any time I drive through campus. Overall, if the integration must happen (a) keep tuition reasonable or give students a reason to justify paying more, and (b) keep the schools identities!	
4/28/2021	West Plan	Alumni/Donor		I think it's a great idea to combine programs across three Universities thus affording a wider scope of options for students. This not withstanding, I fear that with a name change to encompass all three schools, Clarion University of Pa., will be history. But, who are we to stop progress and change. Sincerely, Dr. Charles A. Grimes, Jr. Clarion Univ. Class of 1988	Charles Grimes
4/28/2021	West Plan	Other (please specify)	Alumni of other P	It is a very good plan to consolidate PASSHE schools to reduce the overhead cost and provide more competitive curriculum for students in today's digital world. The quality of the educational services will likely improve. Further costs savings could be realized if adjunct faculty were used more frequently, especially those currently in industry. PhD's that were in industry over 20 years ago or more, do not always have current insight as to the pace and demands of today' business world. Students are looking for professor's with experience that they can relate to. These same PhD's are also very expensive from a salary and benefits perspective.	
4/28/2021	Northeast Plan	Alumni/Donor		Let's leave the names the same. The other ideas might have value, but what value is there in name changing?	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/28/2021	Northeast Plan	Student		I have heard that this has led to the termination of all non-permanent employees. I have also heard that it could lead to the removal of tenured educators. This is so wrong. The exact opposite of what schools needs right now is for good, experienced educators to be let go. The main goal of the education system right now should be getting us back in person so that we can actually learn. I have had enough of hearing about this integration when our the plans for our education next semester hang in the balance. I really don't see the need for this integration whatsoever. Why can't we leave things how they are. If it isn't broke don't try to fix it. Focus on the education of your students and getting us back in the actually classroom. No one NEEDS this to happen. What students need is to be back in the physical classroom actually learning. I get more emails about this integration plan than my actual education or the plans for next semester.	
4/28/2021	West Plan	Alumni/Donor		Sad to see, but it is only a reflection of the state in general. Pa population gets smaller and smaller every decade.Maybe this is a good time to cut the number of legislators down to an appropriate number as well!! As I see it and numbers don't lie this is just a reflection as to where the state has been going since the late 70s. When convenience stores become your largest employer you have to ask what went wrong with the state's economic road map. Now that I mentioned the word "road" I forgot you were going to sell the turnpike a couple of years ago. The state slogan should be Pa will the last person to leave shut the lights out!	
4/28/2021	Northeast Plan	Faculty		Dear State System, The proposed timeline for integration seems to be that following the 60-Day comment period, the Board will vote at the end of July whether to approve or not the integration plan. This timeline is far too rushed and problematic, in my opinion. Here are some questions that need to be answered: 1. Will the State System honestly review all the feedback they get from the public after the conclusion of the 60-Day Comment period? 2. Are these comments public record, and if so, can APSCUF and others have access to the entire corpus of data so that we can review the comments ourselves? 3. Will the State System then present a MODIFIED integration plan to the Board, based on the feedback they get from the public? 4. Will the Board have a reasonable amount of time to actually review the plan before voting on it? I'm a qualitative data researcher, and I suspect that the System will have THOUSANDS of public comments. That data takes time to review. Furthermore, the purpose of a public comment period is to provide feedback on the proposal, feedback that should be incorporated into said proposal. The current proposal is incomplete: we know that already, the Chancellor has admitted that there are open questions about the financial impact of consolidation, accreditation, and NCAA, among other issues. There are too many unanswered questions in the current proposal. So the State System needs to, in good faith, listen to the public and incorporate that feedback into a modified proposal. This will take time, after the 60-day comment period closes, to review the data, talk to relevant stakeholders, and then modify the plan based on community feedback. You HAVE to listen to the community and take their suggestions to heart, otherwise, what's the purpose of this 60-day comment period? Finally, the Board then needs ample time to review that proposal before voting on something so consequential. The Chancellor JUST released a 300-page plan yesterday, and the Board already voted on it today? Nobody has had time to read the entire thing! This isn't the United States Congress. In that institution, it's common for legislators to not even read the thousand page bills that hit their desks. The Board needs to READ a modified proposal, come up with questions, and then vote. DO NOT Rush for an end of July vote. It shouldn't happen until at least October or November.	
4/28/2021	West Plan	Other (please specify)	taxpayer	The public has already voted on this issue...as evidenced by the enrollment figures.	
4/28/2021	West Plan	Student		I am a graduate student at CALU. I'll be done next spring of 2022. I want my degree from CALU. Will this integration effect where I get my degree from?	Lauren Kamor
4/28/2021	Northeast Plan	Alumni/Donor		I would like to know how you propose to offer greater education support for students, and greater workforce training, while also cutting career services staff? Basically what you're saying is you'll educate students but then leave them on their own to find a job. And then, for those lucky enough to actually find a job, you'll gladly take their employer's money to keep them trained. That about cover it?	Kenneth Kirsch, BU '88
4/28/2021	Northeast Plan	Other (please specify)	Community Member	Crazy idea- why not close PASSHE schools altogether and merge them in organization and name with Penn State. Penn State East Stroudsburg (Dansbury), Penn State Millersville, Etc. Each of these campuses could specialize a bit based on the curriculum options at State College (one could be engineering, one could be teaching, one could be agriculture, etc)to pull outside of PA students into a campus that they may have not considered trading on the Penn State names. This could be a three tiered approach. Current Penn State campuses would be live at home, PASSHE school would be the first and second year stay at college model for those that want to leave home, but do not have the academic prowess to get into main campus, and Main Campus could be the optional 3rd and 4th year location and the top tier athletic school for all four years. Economies of scale would develop here as the administrators could be cut down from campus to campus with the focus on academics being the key to each satellite campus. Sports would be branded at different levels based on the academic goals first. Just a thought! I know that Penn State and PASSHE don't cross pollinate at the moment, but from a branding perspective, it might be the best idea provided the parties would agree to such a consideration...	
4/28/2021	West Plan	Alumni/Donor		I don't think this plan addresses the root cause problem for declining enrollment. In fact, it assumes the decline will continue and just reduces operating expenses to bring them in line with the lower enrollment. What will be done or can be done to increase student enrollment? Why has the decline occurred in the first place. Why has it impacted certain universities on a differential basis? Until these questions are answered, this is merely applying a huge band-aid to the problem. This plan will not stem the decline; in fact, one could argue that it may cause an even more precipitous decline as these universities lose the individual identities that attracted many students to them in the first place. I understand that some of these universities are in survival mode, but let's not hasten their further decline by implementing a plan that doesn't even address the root cause of the problem that has prompted the plan. As an alumnus and a donor, that strikes me as ill-advised. Thanks for allowing me to comment.	William Rothenbach
4/28/2021	Northeast Plan	Student		No one likes this idea besides the people in charge of the money. Money shouldn't dictate what happens to these schools. Students go to specific universities for a reason and by combining them you are taking away the individuality of the student and their career goals. Please do not combine these. No one wants this. You will lose enrollment even more than you are now because no one wants to go to a combined college. There have to be other ways of supporting education without completely destroying 6 schools at once.	
4/28/2021	West Plan	Alumni/Donor		If the merger goes through, what will be my University for my resume? Would it be ABC Org (formerly Clarion University of Pennsylvania)? What will it mean for alumni?	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	Both	Board email		<p>I am writing to ask for your continued support for the Pennsylvania State System of Higher Education (PASHEE) providing quality and affordable education to the citizens of Pennsylvania. The Chancellor, Daniel Greenstein, has proposed an integration for Lock Haven (LHU), Mansfield (MU), and Bloomsburg (BU) universities, and 3 universities in the west. The Chancellor has stated that with consolidation, students will have lower costs and higher access to programs, yet the Chancellor's office has not provided evidence for those statements and the lack of transparency about the plan and process moving forward is a major problem. We need time to develop a viable plan to sustain the independence of the universities slated for consolidation to maintain access to higher education opportunities for our Pennsylvania citizens.</p> <p>I have been teaching at LHU for 32 years, my husband retired from LHU after 28 years, and my two children graduated from LHU. We are a Lock Haven University family and are committed to its continued success. I cannot tell you how many students' lives over the years have been transformed by their LHU degree. So many students from our rural communities had such limited opportunities, but they thrived and succeeded due to the access to a quality education at LHU. Jennie who came from a dairy farm up near the NY border was told in high school she could never be a scientist, but after graduating from LHU with a Biology degree, she has been working at a premiere government lab for 25 years. Or Bill, who came from a very small rural high school, cried at graduation because he was the only person in his community to earn a college degree. These are the students we serve. This is the mission of the PASHEE schools. We provide access to students who might otherwise not be able to earn a college degree. Consolidation across the 3 campuses will certainly limit these opportunities.</p> <p>One of my major concerns about the vague "plan" is the forced hybrid or online learning that certainly will occur because of consolidation of majors and faculty across the three campuses. These last 15 months of forced remote learning because of the pandemic have revealed the lack of broadband services for families in many of the rural communities LHU serves. Reducing the in-person opportunities at any of the universities will significantly impact the students for whom a college education is most beneficial. I talk to students every day about how they are doing in their remote environment, and many have reported no, or unstable internet, having to take exams in fast food parking lots to get the free wifi access, and having to ask for assignment submission extensions because of lack of internet access. Most have NOT thrived in the online learning environment and cannot wait to return to normal in-person learning. The claim by the Chancellor's office that consolidation will increase access, without providing information about how that will occur, is not acceptable.</p> <p>I am also greatly concerned about the impact of consolidation on our local Lock Haven community and surrounding Clinton County. The recent report from PERI (Political Economy Research Institute) at UMass, Amherst entitled: The Economic Impact of the PASSHE Employment Reductions, documents the economic impact on the local, and state, economies due to the consolidation of these universities. I urge you to read this report to understand the economic importance of our public, regional universities to the local economies. https://www.peri.umass.edu/component/k2/item/1439-the-economic-impact-of-the-passhe-employment-reductions</p> <p>The Chancellor's proposal lacks details and transparency of the process. I am asking you to advocate for slowing the process until a thorough plan can be developed for sustaining the independence of the universities slated for consolidation. We must maintain access to quality education for our Pennsylvania citizens to compete in this challenging economy. I hope I can count on your support.</p>	
4/29/2021	Northeast Plan	Alumni/Donor		They're probably doing this to pay for all of the expensive Indian H1B shovelware their Highly Paid Deciders bought because they didn't want to hire their own graduates, or Americans in general, and money is no object when it's the taxpayers footing the bill.	
4/29/2021	West Plan	Alumni/Donor		They're probably doing this to pay for all of the expensive Indian H1B shovelware their Highly Paid Deciders bought because they didn't want to hire their own graduates, or Americans in general, and money is no object when it's the taxpayers footing the bill.	
4/29/2021	Northeast Plan	Other (please specify)	Parent, Alum WCU 1988	<p>I am opposed to the merger of the six Pennsylvania Universities.</p> <p>To be honest, there seems to have been two group of people not considered.</p> <p>Once again, teachers, professors, TAs, tutors and others whose life is to convey knowledge to the next generation. Asking current students if they were comfortable with learning online during a pandemic is disingenuous at worse, bad timing at best. What is the expectation of these vital people? Teach at one school, drive up to 150 miles to the next school, repeat? They will have 1 or 2 days to be a live human being instructing them. All knowledge is hands on experience with the absolute right for students to have instructors with live, in person teacher available for office hours, extra time after class for questions. How are teachers up in coal country expected to do their jobs passionately?</p> <p>It is estimated that up to 1 out of 5 children in the United States under the age of 18 are considered to be under the umbrella of Autistic Syndrome Disorder, also known as ASD, Autism, also known previously as Aspergers or Not Otherwise Specified. ASD is one of the fastest growing disabilities in enrolling freshmen in the nation each year. The students in this incredibly talented, intelligent, creative group already have disadvantages trying to not just learn, but thrive in the university setting unless they are supported. In a recent study written by a group of professionals who are currently working to support ASD students, these students crave the 1:1 in person interaction. Zoom classes are difficult for ASD students. They have difficulty understanding without the rest of their senses. If these universities are merged, the ASD students will not enroll in these universities.</p> <p>Sometimes the most important thing to do is to take what is working, save it, then support it rather than looking to save every dollar. Perhaps reinventing financial support in the 14 state universities? Or if this is truly the plan, phase it in after 10 years. Provide early retirement opportunities and compensation to any remaining professional having to remain under these conditions. Understand that enrollment will decrease in each of the 6 campuses. ASD students and communities have fluid communication. These 5 universities will no longer have the attributes ASD students require.</p> <p>Do not consolidate. Thank you for your attention.</p>	Laurie Schwartz
4/29/2021	Northeast Plan	Faculty		Why won't legislators have the boldness to close a few locations that have financially crumbled and cannot be sustainable even with integration? Cheney? Mansfield?	
4/29/2021	West Plan	Faculty		Why is there not enough will to right size appropriately - Even after retrenchment, IUP is still staffed for 15k students will only 10k, same with CALU and Edinboro and Clarion respectively	

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4/29/2021	West Plan	Alumni/Donor		Did I miss the section outlining the merger of Cheney University with West Chester University and or Lincoln University? How can a comprehensive Plan not deal with the most dysfunctional, underperforming university in the system. Cheney has received preferential treatment for years. Millions has been poured into it with minimal if any improvement. Its status as an important Black University is Not appreciated by its demographic group, why does it continue to exist?	
4/29/2021	Northeast Plan	Alumni/Donor		Why isn't cheyney being shut down with an enrollment less than 1000. This is ridiculous that the passhee has turned a blind eye to this glaring "white elephant" that hasnt had adequit enrollment in decades. This calls into question any and all decisions the board makes, do your job!	Jay start
4/29/2021	West Plan	Other (please specify)	Parent	Recently attended an open house at California University. My daughter is strongly considering attending this campus. As a potential incoming freshman for the 2022-2023 academic year, it would have been considerate of the faculty and staff presenting this open house to touch on the potential merger of universities as it is public knowledge. To find it in the media days after the open house is off-putting, to say the least. This information now has me steering her towards other schools.	
4/29/2021	West Plan	Alumni/Donor		Geographically, it doesn't make sense to include Cal into the merger also I do not agree with any name change. If my alma mater (Clarion) loses it's name and identify, I will no longer donate to any other combined entity. Do not blame this solely on low state aid when it's blatant mismanagement and a massive payroll for an overly complicated administration of individuals that can never be reached by students anyways. You do not need a dean, associate dean, assistant dean, secretary, assistant to the dean, assistant secretary for every position in a university. Consolidate those wasted positions and demolish half the buildings that are used to only house administration before ruining the identity of these schools. More schools also need to offer uniform classes. Unfortunately, I am now attending another PASSHE school that is not involved with the merger due to them offering a fully online graduate class that my Alma Mater does not offer and the closest option they do have is a hybrid format. Unfortunately my struggling Alma Mater has lost my graduate tuition due to lack of viable online graduate options and now a PASSHE school with very minimal enrollment problems (SRU) is not getting my tuition money. Clarion wasted how much money to remodel Becht Hall (Extremely old building) from a dorm to a "one stop administration" building but other halls that once housed administration is still there. Why would you waste money on that when Ralston already holds offices or when Keeling remains vacant? Clarion pushed everything (dorms, offices, education buildings, cafeteria) all towards main street and left the most beautiful part of campus (the hill with, Ballentine, Ralston, Givan and Keeling) vacant. New management is needed, not consolidation.	
4/29/2021	Northeast Plan	Other (please specify)	Parent of a Prospective Student	Greetings, I am the parent of a student graduating high school in June 2022. We've begun to tour various schools, and Bloomsburg is currently a top contender. Our concern is that my son's degree program of interest is criminal justice. Mansfield, as I understand it, has a very strong program in place, and our fear is that while he may have gen ed in person classes at Bloomsburg, he will find that many of his criminal justice courses may be offered remote from Mansfield. After a year of living remote learning, this would not necessarily be an ideal situation for him personally. At what point will it be known how this partnership plays out for each degree path? The uncertainty has us waning from this consolidation....	
4/29/2021	Northeast Plan	Staff		I am curious that it seems that Bloomsburg will be the main school and Mansfield and lock haven will be sister schools to Bloomsburg if Bloomsburg decides to terminate one of theses schools can they? Now it has to be done by the legislation and it seems that in the integration that Bloomsburg could make the decision is this correct?	
4/29/2021	Northeast Plan	Staff,Alumni/Donor		As much as I can appreciate the vast efforts of so many to save and improve upon the PASSHE educational system by integrating Bloomsburg, Lock Haven and Mansfield, I can't help but think that this maneuver will not satisfy or justify the end goal, which is to increase enrollment by making post-secondary education more affordable. Low enrollment is not solely based upon financial ability to pay. Today's students need access to cutting edge information, large amounts of social interaction, immediate access to mental health programs, diverse campus communities, and most of all, a sense of respect and belonging. These items will not be revolutionized by reducing faculty/staff, cutting program costs and integrating universities. I believe integrating these three schools, along with the Northwest schools, will have exactly the opposite effect. Students need consistency, reliability, stability and assurance that their educational futures are secure. They need to feel wanted and accepted no matter what their social or economic status. To increase enrollment and revenue, we need to focus on the student! Enhance recruitment techniques, provide on-campus incentives and social organizations, provide more opportunities to engage in various activities and learning events. Also, offer the choice to learn on-line, as students need for when they're not feeling their best. Let it be a non-penalized choice and at-will. Allowing students to have control over their futures is very empowering. Let's not limit their choices because of our poor leadership over the past decade. Thank you.	
4/29/2021	West Plan	Alumni/Donor		I am most concerned about the naming of the new entity and how we can retain some historical tie to the past campus. I'm sure you will choose a name that accomplishes this. I also see this move as a way to integrate and eliminate certain functions that are redundant at each campus such as admissions, career counseling etc.	Richard S. Weidman
4/29/2021	West Plan	Other (please specify)	TAXPAYER	I have no affiliation with any of the schools and commenting as a taxpayer. This comment is for both plans since you did not allow me that option. The BEST and BETTER plan both fiscally and politically would be to CLOSE INDIANA UNIVERSITY of PA. This would allow the approximate 14,000 students (down +4000) to attend and keep open schools closer to their homes. Eventually schools will be closed with your plans. Politically, this is your best opportunity to close a school entirely. The State Representative Pyle is done and State Senator White retired. You have new legislators in both chambers with little power or clout. How rare is that? Let's face your ironic plan to merge schools and leave all buildings open is purely to soften the political backlash. If you close IUP you will be getting rid of the school with most bad press in recent years as well. Please give this idea some serious thought, you will probably never get an opportunity like this again. The best option for tax payers as well. Thank you	A. Smith

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	West Plan	Other (please specify)		<p>Questions relating to athletics:</p> <ol style="list-style-type: none"> 1. Is the NCAA OK with this? 2. So there will be 3 distinct athletic programs with 3 AD's reporting to one President? 3. Scholarship allotment? Example: the NCAA says you are allowed 10 scholarships in basketball, will each "branch" be allowed to have 10 or would it be 3.33 for each? 4. Competitive advantage: Example a football player likes the academics at school A but school B has a better football team. Student pursues degree at school A but plays for school B? 	
4/29/2021	West Plan	Alumni/Donor,Other (p	Alumni and Parent	<p>Why just do this for 6 schools? The PASSHE school system is missing a bigger opportunity. All 14 schools should combine all administrative functions - financial aid, enrollment, tuition processing, recruiting, IT just to name a few. Why do all these schools have to have their own processing centers? This could be moved to one building in a central location and support all 14 PASSHE removing redundancy and saving money.</p> <p>The proposal wants to combine 6 of the 14 PASSHE schools? Why not combine all.....look at the UC school systems (UC Berkeley, UC Davis, UCLA etc.) or Cal State school system (Cal State Univ Bakersfield, Cal State Univ Fresno etc.) The PASSHE schools could set-up just like these systems so they keep their own identity but have one chancellor for all 14 schools (then let each school have someone that runs that school but at a lower pay level then chancellor) and then combine the admin functions (discussed above) in one location for all school. Then have the schools keep their strong programs that set them apart from the other schools and do not let the other 14 schools compete with those programs. If Slippery Rock is known for their PT program and its the strongest in the system then the other schools should not be able to offer this program. Have one teaching school, one business school....or have 2 one on the east side of the state and one on the west side of the state.</p> <p>As a parent that has done 15 school visits in the last 3 years....I also believe that students should not be doing campus tours. They can assist but this should be done by true sales professionals. We have been on bad tours because the student giving the tour was not good and funny enough my daughters did not pick those schools because of the bad tours. Think about it do normal businesses just let their employees go and sell to potential clients? NO, they have trained sales professional. In most cases you get one chance to sell your school....so why not have this done by trained sales professionals.</p> <p>I went to Clarion, my wife went to Clarion. I have a Junior at Clarion (Speech Path Major), and a Freshman (Nursing Major) at Clarion. My daughters love Clarion and have met their lifelong friends at school. If they or their friends have to go to a different school to finish any part of their education this would be devastating. I would be extremely upset if this were to happen because everyone that has gone to college knows that the freshman year is the most important year. There is no way that you can ask these students to pickup and move to another school and you can't let them continue to do remote learning. They picked Clarion and should be able to stay and graduate from that school. Asking them to change schools is not reasonable. They also have pride in the school and the school name so changing the name is NOT a great idea.</p> <p>I understand something needs to be done to save the PASSHE school system but please make sure the students (People paying the bills) are not harmed in anyway by these changes.</p> <p>Best, Ryan Bruner</p>	Ryan Bruner
4/29/2021	Northeast Plan	Alumni/Donor		<p>None of these universities reside in the Northeastern part of Pennsylvania. They are all North Central PA. The fact that you hired the same company to market the integration as you hired to brand BU is another huge mistake. BU is being brought down by this process and a series of awful decisions have taken BU from a once prospering university to being on the verge of destruction. I am not really sure it will ever recover from this epic fail. If the administration would have been accountable for their reckless decisions and PASSHE would have held them accountable, we would not be going downhill. My donations have ended here with this stupid exercise in futility.</p>	
4/29/2021	West Plan	Alumni/Donor		<p>There is nothing wrong with any of these universities that increased enrollment wouldn't fix. Cutting costs is not going to work, it never does. This problem was caused by ineffective leadership and that's what needs to be fixed. What you need to do is study what Slippery Rock is doing right and then make all of the state universities follow that plan.</p> <p>Begin with recruiting. I'm the first of at least 10 Edinboro graduates in my family but my daughter chose SRU because of the excellent work they did when she visited as a prospective student. There were presentations for the students, for the parents and the attention to detail was impressive. We left with no question unanswered and an overall great feeling about the school. We had the same experience at Kent State with my son. Kent even has model dorm rooms constructed side by side in the same location for comparison. When we visited Edinboro we waited in a common area for our student guide to take us on a tour and then someone from financial aid told us to fill out the FAFSA and that was the entirety of the experience.</p> <p>You also need to fix the product. My daughter majored in Education and SRU's education program is known throughout the area for producing quality teachers. Edinboro used to be that was but no longer is. Cost cutting is just going to further erode that quality.</p> <p>This consolidation plan is just more of the type of ineffective leadership that caused the problems in the first place. Increase the quality of the education, increase the quality of the experience, and the numbers will correct themselves.</p>	Tom Harvey, EUP '87

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	West Plan	Alumni/Donor		<p>I am deeply concerned about the plan to consolidate state system schools, especially as it would affect faculty and student education. Having attended two SSHE schools and visited several, these universities are critical to their communities and providing a step for first-generation students in Pennsylvania.</p> <p>While I cannot address all of the issues faced by the system, I was appalled to learn that the number of students enrolled in education majors had dropped by nearly half in the last decade and that PA - once a premier state for teacher training - could face a shortfall in this workforce category. I AM NOT A TEACHER OR INVOLVED IN EDUCATION - but this is beyond disturbing.</p> <p>We did this really well!! Pa teachers were in demand across the eastern coast. A teaching degree from an SSHE school was a guaranteed job. What the heck happened!?!?!</p> <p>When I graduated from an SSHE school back in '04 we had a good, affordable system that provided working class kids a chance to get a college education. I went to school with the daughters and sons of farmers, brick layers and carpenters, many of whom were first generation students. I was the last generation before the student debt bubble happened, and I am appalled by the indentured-servitude of younger generations.</p> <p>Want to fix your enrollment? Lower tuition. Want to rebuild your pipeline of students? Train teachers who can then recommend SSHE schools to their students. And for GOSH SAKES -- get on the legislatures *** about funding.</p> <p>Oh and stop building campus vanity projects with long-term debt that you can't pay when enrollment declines. Sheesh.</p>	Nick Malawskey
4/29/2021	Northeast Plan	Other (please specify)	PA resident	Name suggestion: Tiogahanna University (in honor of the rivers flowing through Mansfield, Lock Haven, and Bloomsbury).	Bill Roman
4/29/2021	Northeast Plan	Faculty,Other (please specify)		<ol style="list-style-type: none"> 1. The state system of higher education needs a political & financial commitment from legislators and governor. Without this commitment the integration will be facile. 2. Integration needs to address admission standards. The standards need to be much higher. My experience is many students do not seem to truly care about gaining knowledge, they simply want answers to the test and move on. A diploma from a state university ought to mean something! Many of our students have alarmingly low GPA's-- 2.0 or less!. Some probably don't belong in college, and we are just taking their money (or public money). Raise admission standards across the board. 3. I have proposed expanding and updating course offerings at my institution. This needs to be reviewed systemically rather than having other institutions taking over programs of the smaller institution. We all have the capability of doing this. This enables autonomy of the individual schools. 4. Getting newly hired professors and adjuncts is painfully slow in recent years. Bloomsburg has sat on their hands processing applicants. Streamline the process by eliminating bureaucratic nonsense. Get Bloom off their asses. 5. Performance evaluations also needs to be streamlined in the integration. Work with the union to accomplish this. Our system incudes so many levels of bureaucratic silliness and an awful amount of man-hours to accomplish. Direct supervision needs to be the staff responsible for evaluating and forwarding this to the chair or dean for an administrative review. It should end there. As it is now, we have people who have not observed instructor's tasks, writing reviews. Also, student course reviews should not be part of a professional assessment among our peers. Simplify. 6. Demand more-- and get it! 	
4/29/2021	Northeast Plan	Alumni/Donor		<p>I would like to see a better student/faculty ratio at Lock Haven specifically. We have massive departments for no other reason than general education requirements. The student retention is down and the is still a large amount of off campus student housing. Right sizing LHU would lead to eventual increased home-ownership and housing stock.</p> <p>It's hard to think of this as saving a sinking ship, but Bloomsburg is worth saving as the University and Town do work together. Lock Haven has felt separated from the City for a long time. LHU is better as a satellite type campus with a smaller faculty and specialized curriculum. There is no reason why the Psychology Department needs 11 faculty members when Recreation Management only has five and the Business and Computer Science faculty has 12.</p>	
4/29/2021	Northeast Plan	Alumni/Donor		This is a horrible idea. The reason I decided in Bloomsburg was because it was a small state school. I would have drowned if I went to a larger university. It was in my price range and I excelled in the environment. Not to mention the town is the college. You'll be taking away from SO MANY.	
4/29/2021	Northeast Plan	Faculty		This terrible plan contains little substantive information regarding the concrete impact it will have for the day-to-day functioning of the affected campuses, students, faculty, and the communities in which they reside. It is my observation, as a faculty member who will not be immediately affected by these changes, that all of this is a hail-Mary pass to cover for legislators who do not wish to fund our excellent public universities and their students. I am shocked that individuals tasked with the support of public education in Pennsylvania would find this an appropriate way to proceed. In particular, our chancellor should advocate for our schools, not work to undermine them. He is unfit for his position.	
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4/29/2021	West Plan	Faculty		<p>It is ridiculous to think that hybrid teaching is a viable alternative for all programs at an institution. The summary disguises the nature of the programs because there are face-to-face elements and some students will be face-to-face somewhere for most classes -- it just may not be a particular student. Will the system provide laptops and wifi so that students can access the remote portions of their degrees?</p> <p>Given my experience teaching remotely during the pandemic, expecting faculty to teach in a hybrid environment is a recipe for burnout. It takes a lot more energy and preparation and this takes a huge toll as the number of students, number of preps, and number of classes increases.</p> <p>Unless the Chancellor can identify clear pedagogical and financial benefits to this model I see no reason to move whole-scale in this direction.</p>	Lisa Millhous
4/29/2021	West Plan	Alumni/Donor		Southwestern PA deserves to have art programs taught at all higher education universities. It is extremely important to be taught art through hands on programs such as the ones at Cal U, Clarion, and Edinboro. These art degrees are crucial and shouldn't just be offered at Edinboro.	
4/29/2021	Northeast Plan	Alumni/Donor		<p>Consolidate ONLY if there is a significant reduction in Administrative personnel evidenced by published anticipated cost-savings at EACH location. Also, please ensure economy of force is used to actually reduce tuition costs. Especially if remote learning breaks in classroom paradigms.</p> <p>F. H. Blouch MPA, Shippensburg U</p>	F Blouch
4/29/2021	West Plan	Alumni/Donor		Since the largest expenditure is faculty salaries, I believe the planners are going out of their way to preserve these. I believe the caseload per faculty is small, with some having classes 3 days a week, and not even full days. Some faculty live outside the area of the university and some teach at 2 different universities--that is how light the class load appears to be. To me, this should be the first considered cut--require faculty members to work a 40 hour week like the rest of the workforce. I know there would be the most opposition to this suggestion.	
4/29/2021	West Plan	Staff,Alumni/Donor		<p>I have concerns about the plan that are mainly around the projections:</p> <p>1) The report projects 2% enrollment growth. How can you project enrollment growth initially when each of the 3 schools have been losing enrollment year over year for nearly a decade? Also, similar mergers in states like Georgia, resulted in losses in enrollment initially. You are going to be creating a new brand that is unknown to students. It's going to take years to build that brand.</p> <p>I realize the canned answer in the presentation was through new programs, but they also plan to reduce faculty and staff quite drastically and cut some programs. So surely there would be a loss in that.</p> <p>And the West break even point was way into the future. So say they lose 5-10% enrollment Year 1. Then what happens? IF that growth isn't there, then going the route of using the sustainability plans may be a better option.</p> <p>2) I read about a 1-time startup cost for this of \$30 million for I believe both Triads. Well, technology costs and some other area costs tends to be recurring in the form of maintenance and support. Also, there will be more than initial costs. Take for instance, switching to 1 phone system. That initially appears to be a savings. But, there could be millions of dollars required to switch to 1 phone system. Then, the recurring costs would likely be similar to operating 3 separate.</p> <p>3) For the technology side, it seems like the student info system consolidation is all that is required. There are numerous other major projects required ranging from consolidating authentication to consolidating d2i instances and office 365 instances. Also switching students to 1 email address. Each of these projects individually are major projects likely taking 6 months each. The timeframe of this Integration is extremely aggressive and it will be hard to get these all done.</p> <p>4) Security - As we know, 2 sister schools had security incidents. Just imagine if 1 of those schools were in one of the Triads and the resources were connected together! Their issue would could have spread and took down the other 2! Moving quick on major IT projects is 1 thing, but connecting schools together so they can share basically everything has major security concerns that come with it and that architecture takes time to vet and refine. I feel like this timeframe is too expedited to get all of this IT work done. The teams will do their best and work extra to make it happen, but it's a big ask.</p> <p>5) To start tech projects, you need your domain name. Not naming these schools timely delays that. We need to know what the domain name will be as soon as possible to start a lot of the projects referenced above.</p>	
4/29/2021	Northeast Plan	Staff		My comment applies to both integration plans. The more academic programs that are offered due to the integrations in each region can lead to increased revenue to those communities in the cases where those programs lead to work from anywhere (WFA) jobs, and those graduates choose to live in those areas (especially since most of the students attending those institutions live in those regions). WFA jobs are very likely to increase in the foreseeable future.	Tracy Schoolcraft
4/29/2021	West Plan	Other (please specify)	Parent	It is my sincere hope that the offerings that are virtual include direct instruction that is synchronous in nature. Having an ability to interact directly with faculty is critical for the learning of students. Incorporating some asynchronous course offerings is certainly understandable, however, direct/asynchronous instruction is critical to the learning of undergraduate students.	Bernie Kepler

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	West Plan	Other (please specify)	Parent of student	<p>Although I understand the need for the state universities to be cost-efficient, it seems that is being prioritized over student experience and learning. It is a far reach to expect that one president can effectively oversee six universities as a single entity and that this arrangement will provide a fulfilling educational experience for the students.</p> <p>Additionally, it does not seem to make sense to remove majors/programs from institutions where a given major is in the top majors at a given university. I cite specifically, the Fine Arts program at Cal U. The program at Cal U is a robust, successful program, yet we are being told it will be removed from Cal U and that our student will need to finish some of his credits online through Edinboro University, if he is not going to move there.</p> <p>Will faculty be let go, or will they have to move to a different institution if programs are going to be moved to other universities?</p> <p>Sadly, the individual universities will lose their identities in this consolidation and this will effect the students' experiences.</p> <p>I am not in favor of the consolidation and I do not find that the plan is comprehensive in detail.</p>	
4/29/2021	West Plan	Student		<p>These are difficult decisions for the PASSHE Board of Directors. I support decisions that will ensure the economic viability of the PASSHE system for the students, faculty and communities.</p> <p>The continued decline in student enrollment for more than a decade, lends support to the idea that changes are needed to remain fiscally viable, and to continue the excellent education provided by the PASSHE schools.</p> <p>I recognize these are difficult decisions, but PASSHE has been very transparent that state support for these institutions has reflected long-term erosion.</p> <p>Inaction on this issue will not improve the long-term success of PASSHE.</p> <p>Thank you, Eric</p>	Eric Holtzman
4/29/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Mayor of Bloomsburg	<p>Bloomsburg has been successful and financially strong by virtue of good management, recruiting and by providing a great student experience in our college Town and its semi-urban suburbs of 43,000, Bloomsburg. Anchoring BU down by attaching financially failing and undesirable student environments of two dismal educational facilities will result in fratricide. Forcing rotten apples in a barrel of good ones destroys the entire barrel. Do not let the small town politics supporting faltering school communities overrule commonsense and good business judgment. Trim the tree and cut off the dead limbs, don't poison the roots and destroy all three. The legislature should stop the aggressive marketing of Penn State's newer satellite campuses, created long after Bloomsburg University was founded, and intentionally located to compete with and take applicants away from the Bloomsburg recruiting areas. It is hard to compete with "WE ARE PENN STATE!"</p>	William S. Kreisher
4/29/2021	Northeast Plan	Other (please specify)	Pennsylvania taxpayer	<p>Facts are facts. Enrollment is down 21% and the demographics of the state have and continue to change with the population getting older and less children being born. And let's also face the fact that with improved transportation and technology, needing all of these universities so that PA students have a college in close geographic proximity to their parents home is a bit outdated thinking. We no longer need 14 independent universities in the state system and we probably don't even need the 10 you are keeping. If PSU, PIT and Temple can operate with one administration and multiple campuses, so can the system.</p>	Robert Dredge
4/29/2021	Northeast Plan	Alumni/Donor		<p>I do not believe this merger is fiscally sound and in the best interest of students! There are better options, but it appears the original intent has been to align people, such as administrators/high level employees, to have them benefit the most. The salary increases to the top are ridiculous! And, what about Cheyney? They are relying the most on other schools and the state (and ultimately all taxpayers) to keep them afloat. If any school should be closed or merged with another school, it should definitely be Chesney and other schools that are so fiscally dependent on other schools. I don't believe you should risk the stability and high quality of a successful school, like Bloomsburg, by merging them with underachieving schools. The underachieving schools could merge and get their affairs in order. And, many schools have accredited programs, for example the nursing program at Bloomsburg University, which could be adversely affected by this merger. Again, I do not support the merger as it is being designed.</p>	
4/29/2021	Northeast Plan	Other (please specify)	Taxpayer	<p>What is the point if, and I quote "All six campuses would remain open, with its own identity and brand, and the administration's aim of ensuring that each of the six campuses to retain its sports teams." From these plans it only appears to get rid of the glut at the top of each university as a cost savings mechanism. As long as PA state schools become more and more expensive you will drive students to private universities and also leave behind students who come from families with less needs. State Universities were started for the specific interest for children of the poor and working poor to gain an education and stop the cycle of poverty. The Board has an obligation to these young Pennsylvanians that are in poverty for no reason of their own and should be giving an opportunity for a quality University education that is affordable and does not put them into massive debt once they reach graduation.</p>	Michael Fink
4/29/2021	Northeast Plan	Other (please specify)	Retired staff	<p>I suggest renaming all the universities similar to the SUNY system. PASSHE at Bloomsburg, California, Clarion, etc. This would bring more name recognition to the System which has always had difficulty with identity.</p>	Adele Poholsky
4/29/2021	Northeast Plan	Student		<p>I fear that you as the Board are not hearing the full side of the story from the students' perspective. As a graduating senior, I hear comments and see Facebook posts from both current and incoming students that they will no longer be considering their education at Lock Haven University (my college). I think you have been told an incorrect narrative and I want you to know that as a student, I am the best option for you to hear first hand what students actually think of this integration fiasco. I do not think it is a good idea. Students no longer want to take classes online. After a disastrous year due to the pandemic, students need and desire face-to-face education. I encourage you to see the actual results from the surveys administered to students and you will see how opposed we are to this integration.</p> <p>It does not have the students' best interests at heart and it will not save you money. How can you save money if your admissions numbers go down? If I am an incoming freshman, why would I go to a University that only offers my degree online when there are multiple other Universities in the state that offer in face-to-face. I guarantee you that any student will happily choose an in-person option over an online class. You are being led to believe that students are on board with this integration and you are blindly following a man who is twisting a narrative that you do not fully understand. This is not what students want. This will not benefit you in the long run. You are wasting your time and money on supporting something like this. I highly encourage you to email me and enquire more questions. I will be in contact with other members of the PASSHE system, anyone's email I find will be hearing from me. That's a promise. Thank you.</p>	Katie

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	Northeast Plan	Faculty		<p>Please reconsider this plan, which research shows will harm students, colleges, and our commonwealth. As a school board member I know what it's like to get locked into an echo chamber, and I've been guilty of confirmation bias many times. However this began, and whatever your initial views were, I'm convinced that if you came to it today with fresh eyes you'd see what the overwhelming majority of faculty, students (and yes, upper level admin) are saying: it's a bad idea. This is a time for true leadership, and that for the Chancellor, that means taking a step back from this initiative and looking at other options.</p> <p>Dr. Greenstein and I met during his initial tour of campuses. He asked me over a conference table what I thought of the term "shared governance" and I said it should be like a healthy marriage, an alliance that draws on the strengths, talents, and opinions of both parties. He agreed. Given APSCUF's profound objections, its safe to say he's either abandoned that view or this is an unhealthy relationship.</p>	
4/29/2021	Northeast Plan	Alumni/Donor		<p>As an alumni donor I recognizing the value of state-funded higher education and the challenges PASSHE faces. I applaud the serious effort that has been undertaken to improve the prospects for PASSHE's long-term success.</p> <p>However, I have a concern that I hope will be addressed as this work moves forward. Mansfield and Lock Haven bring financial challenges to this consolidation. I think it would be inconsistent with the overriding goals of system integration to imperil the prospects of the new organization by concentrating these challenges within it, essentially relying on Bloomsburg's relative financial strength to solve them. Such an approach would be unfair to the Bloomsburg University community, which has already faced similar challenges and made the hard choices that were needed to address them.</p> <p>Spreading the financial burden of addressing these legacy costs would be more effective and fair. Drawing on State funds to cover the debt and deferred maintenance costs presented by Mansfield and Lock Haven would substantiate the State's commitment to the new organization's success, and fairly recognize the austerity measures already put in place by pre-merger Bloomsburg University.</p> <p>Thank you for leading this effort and for considering my input.</p>	Marc Steckel
4/29/2021	Northeast Plan	Faculty		<p>I am writing this letter to share my concerns with the proposed merger of PASSHE universities, specifically the merger of Lock Haven University, Mansfield University, and Bloomsburg University.</p> <p>Today, Chancellor Greenstein shared his plan with the State System Board of Governors, as has been evident by presentations and town halls led by the Chancellor, the plan has several flaws and major areas of concern for any citizen in Pennsylvania, but, in particular, for residents in which these universities reside.</p> <p>My major concerns are (1) the potential negative economic impact to communities, (2) the negative impacts to student learning and opportunities, and (3) the logical conclusion that these universities will enter a downward spiral that will lead to their closing.</p> <p>The Chancellor's plan lacks detail regarding the above concerns, as well as unanswered questions that the Chancellor has promised answers to, such as how accreditation of the new university will proceed and be approved, and how athletics will be impacted. The Chancellor's plan does not adequately address hybrid/online learning and how many/which programs will require online only learning to obtain a degree.</p> <p>The Chancellor has been talking for the past 7 months (or more) that student tuition and costs will be reduced by his plan. But how that will occur is not demonstrated. Instead, the ways student can save money are in the hands of students, and only include things that students can already do (taking classes outside the system and transferring credits, for example).</p> <p>Another important component to the student body of LHU is the number of student athletes that attend LHU (27% of the student body), the majority of which have scholarships to attend college and would not be able to afford to go to college if the scholarships were not available to them. The merger could potentially threaten the athletic designation of LHU students, eliminating their availability for scholarships (NCAA is in the process of deciding what would happen to each university athletic teams). But no decision has been made.</p> <p>There are many conclusions the Chancellor has proposed that are not based in logical reasoning. Specifically for Lock Haven University and community, how will cutting 1/3 of the faculty and a long list of programs provide more opportunities for Lock Haven Students? How will laying off these faculty and staff, potentially affecting the income and well-being of hundreds of residents not have a negative impact on the local economy? How will the state system attract more students when moving to online courses when students of PA have repeatedly and overwhelmingly shared that they do not want an online education?</p> <p>What the system needs is a Chancellor that will advocate for the importance of the system to the economy of PA and state revenue (through tax collection). We need a Chancellor that supports measures for state provided scholarships. Instead, this Chancellor has not done this; instead, he has not requested additional funds in the last several years of budget requests to the state. Instead, he has threatened to disband the system if the universities, legislators, and citizens of the state don't go along with his plan. We need real leadership, and a plan that will work instead of destroy our communities and the PASSHE universities.</p> <p>Thank you for your time.</p>	Jennifer Deitloff
4/29/2021	West Plan	Other (please specify)	parent/alumni	<p>It is indicated that the integrated plan will provide "Have access to a comprehensive range of postsecondary degrees and credentials, including a wide range of majors, minors, and areas of concentration;".</p> <p>At Cal U, there are already programs being dissolved without notice given to students. I specifically want to point out that the UAS program, the only one in the state is no longer being offered and yet, there are students enrolled in this program.</p> <p>In the integration plan, it sounds good to tout "access to a comprehensive range of postsecondary degrees and credentials..." however until attention is given to support existing students in achieving the degrees of which they are majoring, the plan falls short.</p> <p>And, retention of students should have much more focus than recruitment. The loss of students wastes the resources of the University and diminishes the effectiveness of recruitment.</p>	Dawn Hargraves

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	Northeast Plan	Faculty		<p>I am greatly disappointed in the plan. The plan unfairly targets minorities. As a black faculty member in science, a field where black faculty members, especially black male faculty members are rare in the northeast system, I was unfortunately let go, leaving the department that I was in, ALL WHITE. By only keeping senior people, me and other black faculty members now have to leave your state system of education.</p> <p>Being that diversity and inclusion is championed by PASSHE material, it just seems like a slap in the face that you are targetting these members of your faculty in this manner. Worst yet, there is no care or concern to try to retain or keep such members.</p> <p>Sometimes there is more to life than EFFICIENY and MONEY and this Integration is not protecting Diversity and Inclusion.</p>	Tristan H
4/29/2021	Northeast	Other (please specify)	citizen	Allow students to transfer unlimited credits, and receive their degree from the institution with a majority of their credits within each group.	Dan Moyer
4/29/2021	West Plan	Student		Integration will not solve any problems the universities are facing, and will perhaps make things worse. There is no reason that the universities should have to share resources. Cal U, Clarion, and Edinboro are going to lose valuable staff members, and the students' education is going to become way less personal.	Zachary Marcic
4/29/2021	West Plan	Student		<p>As a student at Cal U, I know MANY students as well as faculty and administrative staff who are against this.</p> <p>While this plan is supposed to be focused on student success, it is going to be firing dozens of administrators and faculty because the plan calls for one leadership team and one faculty cohort. Why do you think faculty and administration is retiring early or resigning? It's because the plan is unbearable!!!</p> <p>This isn't making PASSHE stronger, it's making it smaller which is sad and I am glad that I will no longer be a student within the PASSHE system as of Spring 2022 because this entire plan is all about dismantling universities.</p> <p>You should be more focused on Cheyney since their enrollment is decreasing and they were close to losing their accreditation. Just a thought.</p>	Taylor A. Beneke
4/29/2021	West Plan	Student		<p>I have had an unusual and difficult journey through my time in college. I previously attended Penn State University, but had some personal issues that required me to take time off of school. During this time I had to take classes at my local community college while I looked for the best option for me to transfer schools to finish my degree. I found CalU, a school close to me that would allow me to deal with my personal situation while still offering a great art program to finish my degree. I applied and got in during a global pandemic, which already required a huge adjustment to my academic experience. Then during my first semester at a new university, still in an unusual socially distanced format, news gets out to students that this university isn't going to exist anymore. This terrifies me. I have been struggling to finish school and start my life. Now, I'm faced with a system that says they are "doing what is best for the students", that they are doing what will only "help" students.</p> <p>I am a fine arts major at CalU. I picked CalU specifically for its accessibility to me. CalU is close enough for me to commute to, which was important due to my personal situation that caused me to take time off of school in the first place, but still has a great art program that is offered to me. CalU was my perfect option of accessible, but not settling. However, now the system that wants to "help" me as a student wants to merge all these campuses and move my degree program to a campus that is 2 and a half hours away from my home. This merge is forcing me to have no option of where my education will come from, an education that only I am paying for. I applied to CalU because I wanted to attend CalU, not Edinboro which is where I'll be forced to move to for my art degree. If this merge is approved, the accessibility and the whole reason I chose the school in the first place is going to be taken away. How does that benefit me as a student? This only changes my academic plan for a fourth time throughout my education and may very well delay my graduation and life even further.</p> <p>It states in the plan that this merge will boost attendance and lower tuition costs. Attendance hasn't faltered at CalU in years. The tuition at CalU is amazingly low for higher education. The tuition for the merged university won't be any less. It will only cost the students less if they decided to attend a community college for the first two years, which is not the merge's doing. The merge affects the students the most, and the students are the ones that are getting screwed over out of anyone in this deal. We are the ones attending, paying, and learning from the universities. We are the ones that deserve access to all degree programs in all campuses.</p> <p>My goal is to just finally graduate and say I did it, I finished college, I got my degree. Why do you insist on trying to take that away from me? I just want myself and all other students to accomplish their goals. Is that too much to ask?</p>	Carly Fuga
4/29/2021	Northeast Plan	Student		Thank you for doing these integrations. I feel that this will lead to better academic programs and opportunities for students. We cannot continue to operate as we currently are.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/29/2021	Northeast Plan	Alumni/Donor		<p>This plan is poorly-written, contains numerous errors, does not address a number of important questions, and the visuals are barely readable. You get an F. Also, it's classist and perpetuates institutionalized racism and sexism. You should be ashamed of yourselves. You're an embarrassment.</p> <p>Dan Greenstein is not qualified to oversee public, working-class schools. He gaslights, spins, outright lies, and avoids answering questions. He's a fake progressive who epitomizes all that has failed in the neo-liberal university and all that is wrong with today's higher ed. He has a messianic complex and is going to ram this thing through because his ego is huge but fragile. He can't fail because he needs to brag about "fixing" the system for whatever pointless position he goes onto next. He won't compromise. He won't listen to or work with others in any REAL way. Most faculty did NOT really wanted to serve on those waste-of-time sub-groups but felt they had no choice. We know their recommendations will be ignored. He dismisses students, instead making up fake (and tokenized) ones for his say-nothing presentation to the BOG. (This is a classic example of his racist neo-liberalism.)</p> <p>And let's not forget that he called students concerned about sexual harassment racist, then implied that central PAers are too stupid to know the difference between Syria and Saudi Arabia. He's the kind of fake progressive who looks down on rural people and the south, seeing them as a monolith (that is, of course, in his small mind, totally backward and bigoted). As a native southerner, activist, and actual progressive, I find him obnoxious and self-righteous to the core not to mention deeply ignorant and offensive. He's never apologized to those students publicly because he's too arrogant to do so. Nor is he really sorry. He should be fired immediately. This is not good or effective leadership.</p> <p>Next, the BOG is chaired by an over-privileged individual, who knows nothing of what it is to be poor or working-class, with a lack of critical thinking skills and no experience in higher ed. She has no business even on this board and the same for some of the others.</p> <p>We had something good, with potential, and you've pissed it all away. This is a tragedy.</p> <p>You're never getting another dime from me.</p>	
4/30/2021	Both	Board email		<p>Members of the Board, Please listen closely to the voices of concern being raised against the consolidation of colleges within the PASSHE system, a measure I urge you to vote against. Mounting research shows it will harm students, colleges, and our commonwealth. As a school board member, I know what it's like to get locked into an echo chamber, and I've been guilty of confirmation bias many times. However this began, and whatever your initial views were, I'm convinced that if you came to it today with fresh eyes, you'd see what the overwhelming majority of faculty, students (and yes, upper-level admin) are saying: it's a bad idea. This is a time for true leadership that means taking a step back from this initiative and looking at other options.</p>	
4/30/2021	Northeast Plan	Alumni/Donor		<p>Fantastic plan to right size and integrate Lock Haven University. No reason to be paying for so many faculty for such few students</p>	
4/30/2021	West Plan	Alumni/Donor		<p>My two biggest concerns are that my alma mater will lose its identity and name. When that occurs, alumni donations are bound to decrease considerably.</p>	Valentina Reuter Boli
4/30/2021	Northeast Plan	Faculty	Duplicate?	<p>Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel.</p> <p>This plan fails in many other areas, including comprehensive description of what the effects on students will be. Our students deserve transparency and certainty, and this plan fails to deliver in both of those areas. Students should know ALL of the impacts of the plan; to move ahead with this plan without those answers is irresponsible.</p> <p>Students should be told upfront what courses they will be forced to take in a hybrid model before choosing their school. Additionally a State System talking point for months has been that a benefit of consolidation is the opportunity for a student to take a class in an accredited program from another campus; HOWEVER, this plan does not guarantee that. In reality, a university will not know that until those programs are reaccredited, and what if that doesn't work out? Imagine recruiting a student to Mansfield in 2022 with the promise of taking an accredited business course from Bloomsburg, only to find out at a later date this would not be possible.</p> <p>This plan needs much more work. Students should know what courses, extra curriculars, sports and other services will be available BEFORE they step on campus. Additionally, this plan is upfront that it will not lower tuition or room and board for students; instead, it lists items students can do to reduce their cost of attendance items that are ALREADY things students can do. The State System says student success is its goal, but this plan does not put students first.</p> <p>We cannot take a wait-and-see approach for our students who cannot afford lost opportunities because of a plan that does not rely on visible student input or data.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	Jacqueline Zalewski

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
4/30/2021	Northeast Plan	Alumni/Donor		<p>I have read almost all of the newspaper articles on the 14 university problems, mergers, etc. In all that I read not one mentions Cheney University. I was also online listening to the chancellor and others. Again, nothing on Cheney that I heard. I know the history of Cheney going back to approximately 1836. I'm sure many of the reasons they joined the system are the same reasons today that you discuss in merging. It makes no sense today. Cheney should merge with West Chester. Cheney is in walking distance to West Chester! As taxpayers we constantly supported the school for years with less than 700 students. I believe the state recently absorbed their debt of approximately \$40 million. Also, the school has had constant accreditation problems over the years. West Chester and Lincoln are close geographically. Yet no mention of this merger. The land that the state owns for this school is very valuable. Property that could be sold, and the income could be used to support the remaining schools.</p> <p>I am not a racist. In fact I have had a diversity scholarship foundation at Edinboro University for over 20 years. It has supported many students over the years.</p> <p>Stand up and do the right thing. YOU have let this cash cow go on for far too long.</p> <p>Patrick J. Santelli, 2913 Allison Park, Pa. 15101</p>	Patrick J. Santelli
4/30/2021	Northeast Plan	Student,Staff		I do not think this is the best decision to insure the success of the students. It will be very complicated for students to take classes online, or travel to another campus just to complete their degree due to their current University no longer offering certain classes. I believe the Universities have their own unique qualities that will diminish with this integration.	Serenity Vidot
4/30/2021	West Plan	Staff,Alumni/Donor		As a former employee and Alumni of EUP I saw alot of issues with things happening on campus. I believe an integration of management positions that report to the chancellor is a wonder idea. I saw first hand how management twisted rules to fit whatever needs they had. The Human Resources Office is managed poorly. Upper management has always been manipulative and if they personally do not like you they would come up with ways to get you out. There is so much wasteful spending, from the elevator of over 2 million dollars that was put in a building that is now not used to a former president changing all the stationary and not allowing offices to utilize what they had left. I also how the university waste money on sports causing huge dept to the university every year. Accounting, and several other offices could be combined and run in one central place. As an Alumni I am disappointed in some tenure professors that have been with the university for a long period of time. Some of these professors have become stale and use the same teaching strategy because it's easy for them. Professors should be held accountable for their curriculum and keeping it updated. All degrees should have more lessons on real life scenarios and not just strictly text book.	
4/30/2021	West Plan	Alumni/Donor		Just call it by their actual university names. Don't try to be clever and call it Western Pennsylvania University Edinboro like the Penn State University system does.	Jon Pintea
5/1/2021	Northeast Plan	Faculty,Other (please specify)	elected representative	No one is going to read a 200 page document. You make videos that are all pro-integration and do not present a balanced view of the cost-benefit. Bloomsburg University has been responsible and is staying afloat on its own, yet this plan would tie weights to its ankles. Students taking courses "via technology", translation simulcast, would have a reduced experience compared to their peers in the classroom. For all but eight degree programs, you would have them start at one campus and transfer or take classes "via technology" to Bloomsburg. For hands-on experiences, you have not guaranteed equity. This plan is rushed and poorly thought out.	
5/1/2021	Northeast Plan	Alumni/Donor		Merging the three universities would be a feasible scenario rather than an option of closing any of the schools. This would also help deal with personnel and benefit issues, while saving the taxpayers of Pennsylvania money.	Rogers
5/1/2021	West Plan	Alumni/Donor		Merging the three universities would be a feasible scenario rather than an option of closing any of the schools. This would also help deal with personnel and benefit issues, while saving the taxpayers of Pennsylvania money.	Rogers
5/1/2021	West Plan	Other (please specify)	Retired faculty ar	It will be interesting to see if pAS\$he actually realizes that this plan is insane. Problem is the reduction of state funding over the years. It is insane for the state not to highly invest in the future generations that will be leading the Commonwealth. Good luck with your plan; glad I retired and not affected by your insanity.	Dr. William Mackay,
5/1/2021	Northeast Plan	Student		This integration process will only serve to further dilute student connection to their education. As the administration becomes filled with even more bloat then it already is, and campus staff is laid off, students have less resources to succeed while paying the same tuition. I am fully against this integration, and as a student and employee, I have already seen the negative consequences this money-grab will cause.	Ceili Klaus
5/1/2021	Northeast Plan	Alumni/Donor		I am absolutely disappointed with this project and will not send any more donations if it is pushed through. I loved Bloomsburg & my years there; I am heartbroken!	
5/2/2021	Northeast Plan	Alumni/Donor		There appears to be a number of items that are not complete that will has an impact on the individuality of each university. In the various forums when questions are asked, a solid, proper answer is not given - BUT rather a response that indicates â€œwe are still looking into that.	
5/2/2021	Northeast Plan	Student		I would like to know how you think we can accommodate two undergraduate programs in nursing at Mansfield. We already don't have enough physical space in the classrooms at Sayre let alone clinical sites. Four different universities use Guthrie already for nursing clinicals. We get bumped constantly as it stands.	
5/2/2021	Northeast Plan	Alumni/Donor		Every precaution must be taken to prevent the merger from becoming Bloomsburg and the other two. There appears to be a lot of trust issues concerning what the new model will look like in 5 - 10 years. I support the concept and think it needs to be done, but I want Lock Haven to flourish under the new reorganization process.	
5/2/2021	Northeast Plan	Alumni/Donor		Rather than bowing to the state's refusal to increase funding, PASSHE must insist that the solution to a budget shortfall is greater funding, not austerity measures that will harm faculty and students.	
5/3/2021	Northeast Plan	Faculty		This plan will do nothing to fix the problems the system is facing, as shown by the Chancellor's own data. While there are savings among the retrenchments and planned job losses, including those of higher level administrators, the overall problems in funding are not addressed by these plans, and they will cost more than they save. The actual issue is dwindling appropriations, and the chancellor's ask of the legislature is paltry given the issues involved. Furthermore, the savings by having a single chair for three campuses is penny wise and pound foolish, asking more of faculty than they can easily do, and ruining the culture of departmental governance and a whole range of shared governance on individual campuses. Finally, the fact that the plan is costly and the chancellor has decided that he should fold up the system if it should fail tells you all you need to know about what this plan is not about: savings or truly listening to the people who know how the institution is run on each campus. A plan created in a vacuum of yes-people (or those cooperating because they afraid to buck the system for fear of being on the chopping block)is a top-down disaster in the making. We should do better. PA should do better.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/3/2021	West Plan	Other (please specify)	Higher ed profess	<p>I am in agreement with the overall plans for integration and the rationale for doing so. I work in higher ed and I hold an Ed.D. and so am very familiar with the challenges and opportunities discussed in the integration plan. My comment is as follows:</p> <p>The positions in newly created leadership structure SHOULD BE OPEN TO ALL QUALIFIED CANDIDATES. External candidates will not bring the biases and alliances that exist among incumbents. External candidates will bring an informed view of contemporary higher education that many of the incumbents lack--they've worked in the same silos and same dysfunctional organizational culture for too long AND they've been rewarded for it.</p> <p>Conducting external searches to fill these new leadership structures is a matter of good business practice, demonstrates fidelity to your stated goals of integration, and is absolutely essential for long-term success.</p>	
5/3/2021	West Plan	Faculty		<p>I am deeply concerned about the way in which the Chancellor has failed -at the most basic level - to prepare us for consolidation. In a real sense I believe he has set us up to fail.</p> <p>In order to do the very time consuming work of integration we needed to have many union side letters in place. There is no question that integration brings up issues not currently in a number of union's CBAs. And yet while he announced plans to integrate a year ago, he failed to negotiate the necessary side letters - starting the process so late in the game that it has crippled the work of the many faculty, staff and administration members who have been diligently trying to work on issues. We currently are facing impossible deadlines - for example in the area of curriculum - with no new curriculum process in place. We are heading in to the summer with no process, many faculty members who need to vote on things but are not "on the clock" for the summer, and the inability to meet regularly as a campus with many students gone.</p> <p>This fundamental lack of planning on the part of the part of the Chancellor has shaken our confidence in him. He speaks of plans and spends lots of money on consultants - but he failed to put in place the most basic things necessary for a smooth integration process. It truly makes me wonder if he understands even the most basic curricular process. And of course side letters are needed in many other areas before work can be done. I use this example only because it is the one I know best. Shame on the chancellor for creating an impossible time line and losing the confidence of those who work for him by his lack of foresight and planning.</p>	
5/3/2021	Northeast Plan	Alumni/Donor		<p>You are destroying Lock Haven University, and will destroy the community of Lock Haven. I will never give another penny to PASSHE and will make sure that I recommend my family to look elsewhere, at Penn State, for their educations. You will not get my money or my children because this is a con and your system head a swindler who is sacrificing the rural schools to put money into Philadelphia.</p>	
5/3/2021	Northeast Plan	Faculty		<p>Integration is an overly complex and disruptive response to the situation facing the 3 identified schools. If significant cost savings were expected to be realized, integration would be an appropriate response. However, the plans make clear that most of the cost savings are already being realized via back office arrangements and even more can be realized without a formal integration. Integration will yield only a small 1% or so cost savings--if even that. The risks and disruptions, the upfront costs, the marketplace confusion, and the complexity are not worth the potential 1% cost savings reward. There are better ideas than this one. Please be careful to not make the mistake of doing an integration just because so much time/effort went into the planning for it. The results show it is not the correct response.</p>	
5/3/2021	Northeast Plan	Alumni/Donor		<p>1. How will The 1 president effectively oversee 3 universities ? Will there be a schedule of attendance at each university to be able to provide consistent assistance? Who will reside over day to day operations of each University? Who will determine who that person is? (I dislike the process now where president candidates are interviewed and recommendations are made but the Chancellor has the final placement - can lead to "the good old boy network")</p> <p>2. There is no way a plan can be approved without all the details being determined - No answers have been given to date regarding Middle States accreditation for programs, or NCAA approval for all schools to keep their athletic programs! YOU CANNOT approve this plan without those details. Doing so would cripple all three universities and their communities after the fact. It would be a detrimental impact to students if their programs were determined to lose accreditation after they start school because the plan was approved, causing them to have to transfer without these important factors approved. It would also be unfair to student athletes if the plan for consolidation is approved and then later it was determined that 2 of the universities would lose athletic programs, again causing a massive transfer population out of the universities impacted.</p> <p>3. The fact that some majors are now looking at required online courses due to a lack of staff is unacceptable. If we have learned nothing else from this past year in the pandemic, we learned not all students can be successful in an online learning environment. What started as " some course may be offered online for students" to " Students will have to take online courses in their major to graduate" is not acceptable for all and will likely decrease enrollment rather than increase, and we all know this is all about students enrollment!</p> <p>I believe changes must be made for the state system to survive, and integration may be part of it. Trying to push this through in such a short time frame makes me question the underlying motives. the survival of the system begins with a commitment by the Governor/Legislature to fund the state system at a level comparable to other state university systems throughout the country. The PA system has been underfunded for years due to the " reallocation" of funding to other "pet " projects by several governors, notable Corbett and Wolf. This continues to be unacceptable. If you want to be referred to as the "state System of Higher Education", then the state needs to pick up their fair share and stop "kicking the can down the road" for the next person to deal with.</p> <p>I would be happy to discuss my concerns/solutions further if necessary</p>	Brendan Cregan
5/3/2021	Northeast Plan	Alumni/Donor		<p>NO TO INTEGRATION.</p> <p>I am very proud of the education I received at Lock Haven University. I chose LHU because of the small campus family atmosphere.</p>	
5/3/2021	Northeast Plan	Student,Staff,Alumni/Donor		<p>Students should be able to easily transfer courses between ALL 14 PASSHE schools. These implementation plans do not allow for this at all.</p> <p>I am irritated that jobs at my university are on the line because we have been added to the northeast plan to help the struggling schools.</p> <p>Also only one of the schools is in NEPA.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/3/2021	Northeast Plan	Student,Other (please specify)	Parent of Student	having been to almost all of the PA state schools - I am amazed at the gap in the facilities offered at each location. This is a system and each should have similar / equal facilities.	
5/3/2021	West Plan	Faculty		I do not think the consolidation plan will be effective and should not proceed. It will negatively affect the communities where these campuses are located. There was a report looking at the financial impact of the consolidation plan and it was not a good future outlook. It will not save the state money, but will cost money and further destabilize higher education in the state of PA. The concept of hybrid/online classes for students in their major decreases the educational rigor and equal access for student across the state. A plan that keeps the universities separate and instead facilitates their development into specialty universities should be researched and implemented.	
5/3/2021	West Plan	Other (please specify)	taxpayer/retired	I am in support of both plans for both educational and financial reasons. I believe Universities overexpanded over the past 40 years in all areas: facilities, staffing, academic offerings and satellite campuses. It is WAY PAST TIME to make the system more fiscally responsible and to focus on the basic of academics without all the frills.	Richard & Nancy She
5/4/2021	Northeast Plan	Student,Other (please specify)	parent paying tuition!	Being force to pay for online learning vs. IN PERSON is b.s. My son is a physics major, but had to take a year off, due to the fact all WCU classes were ONLY online for his major. Physics labs? Nope. Help with Calculus? Nope...Sanity and best practices for higher ed? NOPE. Many of the Profs did not even show up for zoom classes, or they cancelled without explanation. WE THE TAXPAYERS of PA, who fund these State Taxpayer institutions WANT transparency and JUSTICE for tuition payments. What a waste of money.. Talk about bait and switch. If this was a car dealership, you bet the Attorney General would be investigating. I pay the tuition, told there would be in person classes, and lookey here.. were not. Do I get my money back? Nope. Do I get to continue to pay my taxes to support these places? Yep. Did my son benefit AT ALL from the tuition payments? Nope.. What a joke. My cats could run WCU better than the over paid Chancellor.	L. Barnes
5/4/2021	West Plan	Student		This is creating undue stress for our professors and creating an unsafe space for students. Students starting new programs for this fall are also transferring and finding other programs to avoid disaster here.	
5/4/2021	Northeast Plan	Staff,Other (please specify)	community member	This plan to consolidate will have so many negative impacts on students, faculty, staff, and the community as a whole. Furloughs will not only impact the employee and their family but the community at large. Less money to be spent in the community leads to a failing community and less of a draw for new students as the area is unattractive and prosperous. Community members have less income and therefore their child/children are unable to attend the university. Offer classes online . . . the majority of students want in person classes and yearn for that contact with the instructors and staff in general. Students want to be a face, a body, a person who the university cares about as a whole- not just a face on a Zoom screen. If a student wanted to attend online classes, they can do it much cheaper than LH, MU, or Bu...and they will.	
5/4/2021	Northeast Plan	Other (please specify)	Downtown Business Owner	These decisions should not be assessed and measured solely thru the lens of Education Policy/Budget...but thru a wider blend of Public Policy that includes Economic and Social Policy, among Other. The Legislature should help plug budget shortfalls for the institutions with direct long-term DCED commitments that take into account the positive (economic activity and job generation) as well as the negative (layoffs, UC, welfare, structure decrepitude, social disintegration, etcetera). This is a Big Picture Moment and a wide screen should be viewed. Integration is fine...Atrophy is not.	Thomas Rippon

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/4/2021	Northeast Plan	Faculty		<p>I have read the plan and watched the Board of Governors' Meeting on April 28. As an APSCUF member, I also attended two APSCUF meetings that same day. While I understand the goals of more economic stability for public universities, I think the plans as presented are very problematic. We don't truly know what will happen with athletics or consolidated academic programs. I believe Dr. Jamie Martin, APSCUF President, and other APSCUF leaders are responsibly raising many concerns about the plans as presented to date. Overall, I am opposed to the plans for consolidation as presented.</p> <p>My key suggestions are as follows:</p> <ol style="list-style-type: none"> 1. Test in a two-year timeframe 3-4 consolidated academic programs at the West and the Northeast entities. Do they work? Do students like them? Do they attract more students? Use information from the trial runs to decide if additional academic programs should be merged. In the Northeast, perhaps see if the business management program and two of the health-focused programs work. In the West, test 3-4 new online programs. Do they appeal to students? Are students retained? Do they attract new students to the merged entity? PASSHE needs to consider the levels of advertising that other major online programs spend to attract so many students. When I am on certain social media platforms, digital games, and other websites, I see a lot of advertising for the online programs of University of Southern New Hampshire, Penn State, Arizona, and Phoenix. 2. Test for a year or two having one university president and leadership team administering three campuses. Does it work? Does that end up saving a lot of money? Before we lose the value of the current brands, we should be cautious about even renaming the merged entities until we see if these smaller trials pan out. Are the universities able to attract more students with that smaller strategic team? 3. Ask over and over again for our legislators to allocate more money for PASSHE. How weak to ask for just 2% of an increase. Pennsylvania is 47th in funding public higher education in the nation. We need louder PASSHE messaging on the need for more appropriations with explanations that new technologies, new businesses, new health services will grow in the Commonwealth with better funded public institutions. 4. Take a real stand on diversity, not just a single Vice Chancellor appointment and some training modules. If we are serious about diversity, why have we lost so many women university presidents in PASSHE? Why are the Board of Governors and Councils of Trustees comprised of so many older white men? On most of our campuses, women students are by far the majority. I believe the outgoing president of Shippensburg was right to point this out on April 14: until the make-up of the Board and Councils reflect our actual populations, authentic and meaningful change for our future will be difficult. 5. Revisit the initial idea of partnerships between pairs of universities. That initial concept seemed much more doable than mergers of three and three. But again, even in such partnerships with possible single management teams, do test runs for a two-year period. Do trial runs of 3-4 academic programs merged? Do they work well? How much money is saved? Do students like the merged programs? Do the programs attract larger numbers of students? 6. Make the public comments public. Why can't we see what others are writing and saying? <p>Our 14 universities have transformed thousands of lives.</p>	
5/4/2021	West Plan	Alumni/Donor		<p>I believe before any further steps are to be made, more transparency in the reasoning for integration is needed.</p> <p>Currently integration is being floated as a great opportunity for students but neglects to mention how it will limit the funds and resources available at each institution.</p> <p>The plan fails to mention how many faculty and staff jobs will be lost through this process or explain how the faculty and staff are expected to work across a three campus university when it's estimated that the number of faculty and staff will be greatly reduced.</p> <p>The state system needs to express the true scope of branding/individual school identities. While it has been stated school identities will remain in tact, why then is Carnegie Dartlet looking into renaming, branding and even mascot options if we are to believe that won't be changed.</p> <p>The state system has failed to tell the public or explain properly why increasing state funding wasn't explored especially since its reduction during the Corbett administration.</p> <p>In short, the public/alumni/faculty/staff/students need proper and even at times difficult information before deciding if this is a plan we should support. We don't need cutesy marketing fluff like the cartoon YouTube video we need the truth even if it's hard to take.</p>	
5/4/2021	Northeast Plan	Alumni/Donor		Excellent plan!	William Speakman
5/4/2021	West Plan	Alumni/Donor		<p>Hi, I am a recent alumni from CUP and I am very disheartened to learn of the consolidation plans. I chose to go to Clarion because of the faculty and close-knit community they have. I specifically did not choose other state colleges because they didn't feel the same way Clarion did. I hope you will reconsider your choices to consolidate the three colleges. The professors and colleges at Clarion deserve their own identity, not one that is combined with other state colleges. It is so sad to think that Clarion will no longer be just Clarion; rather it will be amongst a new college, one that encompasses two other state colleges, slowly losing the tight-knit community we once had. So where is Clarion's identity in this? I have heard that many professors and staff will not be able to keep jobs. The professors at Clarion are extraordinary people, and leaving them go would be a huge disservice to the future of higher education. I truly hope you reconsider this plan and keep these three colleges separate to allow them to have their own identity. The professors and staff at Clarion deserve that much.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/4/2021	Northeast Plan	Faculty		<p>About student impacts</p> <p>This plan fails in many other areas, including comprehensive description of what the effects on students will be. Our students deserve transparency and certainty, and this plan fails to deliver in both of those areas. Students should know ALL of the impacts of the plan; to move ahead with this plan without those answers is irresponsible.</p> <p>Students should be told upfront what courses they will be forced to take in a hybrid model before choosing their school. Additionally a State System talking point for months has been that a benefit of consolidation is the opportunity for a student to take a class in an accredited program from another campus; HOWEVER, this plan does not guarantee that. In reality, a university will not know that until those programs are reaccredited, and what if that doesn't work out? Imagine recruiting a student to Mansfield in 2022 with the promise of taking an accredited business course from Bloomsburg, only to find out at a later date this would not be possible.</p> <p>This plan needs much more work. Students should know what courses, extra curriculars, sports and other services will be available BEFORE they step on campus. Additionally, this plan is upfront that it will not lower tuition or room and board for students; instead, it lists items students can do to reduce their cost of attendance items that are ALREADY things students can do. The State System says student success is its goal, but this plan does not put students first.</p> <p>We cannot take a wait-and-see approach for our students who cannot afford lost opportunities because of a plan that does not rely on visible student input or data.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p> <p>About community impacts</p> <p>This plan could harm students and the economies our universities fuel.</p> <p>Specifically, local communities, small-business owners, locally elected officials and campus communities deserve more answers than outlined in this plan; to move ahead with this plan without those answers is irresponsible.</p> <p>We believe not knowing the local economic impact of consolidation is a huge missing piece of this more-than-400-page plan. Small-business owners hopefully coming out of the hardships of the COVID-19 pandemic deserve to know what effect a consolidated campus will have on them. With forced hybrid learning and potential layoffs, what type of financial hit can they expect to have, if consolidation is approved? Additionally, what will the local tax impact be to local governments, including school boards? The potential for hundreds of thousands of dollars in lost tax revenue is something the chancellor's plan does not explore. We owe it to the local taxpayers to let them know what the chancellor's plan will mean for them.</p> <p>When asked about an economic-impact study at a Feb. 9 hearing before the Pennsylvania Senate, the chancellor responded: "Yes, it is underway, and it will be made available to the committees, and it's actually referenced on slide 55, and I should have called it out. So the three pieces that remain, the three big pieces of work that remain to be done: the academic program array, the organizational chart and the business plan. With those things in hand, then the various impact analysis that's required by the act, impact on students, impact on faculty and to your point impact on communities, it flows out of there. And we do have baseline data because we did do an economic impact study I think in 2015 or 2016, so we have baseline data that we can use directly.</p> <p>This plan does not contain any local economic-impact study that was referenced during the Feb. 9 hearing. In the interest of transparency, the chancellor should share the economic-impact plan he mentioned at that hearing, if one exists. Even without an economic-impact study included in this plan, the Political Economy Research Institute in April released an analysis of how devastating the local economic impacts will be through consolidation and layoffs. You can read the report at https://www.peri.umass.edu/component/k2/item/1439-the-economic-impact-of-the-pashe-employment-reductions.</p> <p>We cannot take a wait-and-see approach for our local communities that depend on the campuses for their survival.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	
5/4/2021	West Plan	Staff,Alumni/Donor		<p>Hello,</p> <p>I am concerned with the Integration. The plans are VERY high level. The timeframe to implement is VERY short with the need to have systems in place well in advance of the go live date.</p> <p>Much has not been thought out. How will 3 Admissions Departments function? Will you call 1 number to get them? 3 numbers? Are the processes going to be standardized in time?</p> <p>These concerns apply to literally EVERY DEPARTMENT in the Integration.</p> <p>The implementation plan is a really broad plan. Once approved, it will need translated into tactical plans in order to implement this stuff. Rushing will result in chaos, poor customer service, and unsatisfied students...which will lead to lower enrollment and retention.</p> <p>If this Integration is approved...please don't rush the timeframe. Take a little extra time so this can be implemented in a quality manner.</p>	
5/4/2021	Northeast Plan	Alumni/Donor		<p>The state should not use Bloomsburg to shore up the fates of these other schools. It's the only school being considered that can sustain itself and cannot be allowed to flounder with the others that are underperforming. Bloomsburg's job is provide a good education affordably, not to make sure that Lockhaven and Mansfield continue to produce alumni.</p>	Stephanie Romano
5/4/2021	West Plan	Alumni/Donor		<p>In your discussion you speak of the "continued use of the California, Clarion, and Edinboro brand identities.I believe the need for this cannot be overstated. Specifically, as a potential alumni donor I would have absolutely no allegiance to nor interest in contributing to something called Podunk University or any other slick, all-inclusive name you may wish to impose on the proud histories of these institutions. I have in the past contributed to Edinboro and will continue to do so in the future only if my funds go directly and exclusively to Edinboro. I have no desire to contribute to either the programs or plant development/maintenance of the other universities. I suspect that many from California and Clarion Universities would feel the same.</p> <p>Respectfully, Stuart Thompson, Ph.D.(Penn State Univ.), Edinboro '64</p>	Stuart Thompson
5/4/2021	Northeast Plan	Other (please specify)	Community Member	<p>We are doing everything we can to minimize those impacts, Greenstein said. That includes helping faculty transfer to open positions in other universities if their jobs are being eliminated at the university where they are now, he said.</p> <p>Tenured and full time positions that have been vacated by faculty opting to take the retirement incentive have been transformed into part-time, temporary positions. The chancellor's claim to minimize impact is disingenuous and dishonest.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/5/2021	Both	Public Comment email		Would you please let me know when the public comments will be shared for the public to read?	
5/5/2021	West Plan	Alumni/Donor		<p>To whom it may concern:</p> <p>The thought of these universities becoming one quite frankly makes me nauseous. I graduated from Edinboro in 2014. I was a legacy student as my Dad had also graduated from Edinboro. I met my husband at Edinboro. We got engaged on a visit to campus. We hoped to encourage our future children to attend. Edinboro not only holds a special place in my heart but it embodies a feeling every single time I return. It's home to me (and countless others).</p> <p>I can't even begin to imagine how this will change so much for the school but also for the town too. The education I received at Edinboro was impeccable. Small class sizes helped me to develop a relationship with professors to which helped me succeed. Furthermore, Edinboro has a rich history that can't be ignored. It will not hold true, if it's one of a bundle of institutions. The town of Edinboro will never be the same if this integration occurs. Reducing staff and faculty will do nothing but put so many out of work. Small town America is what we've built this county on and it shouldn't be ignored just to put a bandaid on a problem. While I understand that financial issues exist, there has to be a better way. Why wasn't something done sooner? Why is it all or nothing? Why isn't something being done to preserve the history, the campus, the jobs of so many locals, and the culture of the town.</p> <p>Before selecting schools, I actually visited these schools and I can say, the feeling you get when you arrive at Edinboro does not even come close to the others. I'm positive the alumni of each of these schools feel similar. Students chose a school based on the studies offered, the location, the campus culture, and the cost concerns. Cost is not the only factor that should be focused on.</p> <p>I can't say enough about the town of Edinboro. Have you attended homecoming? Have you seen the faces of the locals enjoying what is to most of them a holiday? Have you seen the students and former students just like me experiencing it with their families? This integration will destroy this.</p> <p>Additionally, merging the schools will significantly destroy the student base. As a university, I found it appealing to see the wide array of classes and majors. By this integration, you will eliminate that. You won't have a diverse student base that would have and does help students grow.</p> <p>Integrating schools will further tarnish the idea of attending a state school. What makes any of these school unique if they're all under one umbrella? Why would students choose a university with this structure when they can go to a private institution or the other state schools not impacted when they will receive a rich history and a more stable environment? This plan will do nothing but make the problems worse.</p> <p>Edinboro is more than just a university, it's a home away from home for many. I am so proud to have attended. I'm so grateful as the university changed my life in more ways than one. I'm incredibly sad at the even mere thought of this. Taking Edinboro and merging it with two very different schools will do nothing but deplete the talent in educators and students, destroy history, crush the hearts of a tribe of Alumni, decimate a unique small town and ruin the ability for families to have a legacy bond.</p> <p>Please reconsider this. Please look into other ways. This can't be the only alternative. There has to be other ways.</p> <p>Respectfully, Alumna and Friend of Edinboro and all it has to offer</p>	
5/5/2021	West Plan	Alumni/Donor		<p>It is my fear that these universities will lose their local regional identity and this plan will move toward eventual closure. While online education has been the norm over the past several years, in person should be the primary consideration. Not all learning happens in the classroom and one cannot have a traditional college experience online.</p> <p>As an alumnus, I do not want to see my institution integrated. Admittedly, I do not live in Pennsylvania any longer, but still consider myself a Pennsylvanian and I do care what happens. I fear that the plans do not take into account potential job losses at a time where employment is very hard to find in Pennsylvania and the institutions are quite vital to the local economies. I do not believe that those making the decisions have looked at all the options and are making a political decision that will reverberate through Pennsylvania for years to come.</p> <p>The plan also does not address the impacts to overall student success. How are students going to be able to use on campus services at another campus? Will those even exist?</p> <p>It is my belief that this plan, while allowing students to take classes at any of the three institutions being slated to consolidate places too much emphasis on online/virtual education options and will inevitably move toward closing the brick and mortar campuses in favor of total online programs. This is a mistake and will be the doom of the institutions.</p>	Robert T. Smith, MA
5/5/2021	West Plan	Other (please specify)	Former employees	These senior and mid level management positions should be open to everyone to apply for. Just because someone is in the position now doesn't mean they are the best for making the integration happen and happen successfully. They're too entrenched in the old ways. Many have never worked anywhere else and lack an informed view. Good luck.	
5/5/2021	West Plan	Alumni/Donor		The California teacher's college and Noss elementary school were groundbreaking. Now that it is CUP & Noss is office buildings it is sad. Turn the school into skills training if you have to make changes. But please don't destroy it.	Bethany Balmer

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/5/2021	West Plan	Faculty		<p>At least so far, it seems fair to say that the integration process is likely to be beneficial for some parts of the three universities, but less beneficial or even harmful for others. Would it not be worth exploring models of partial integration that attempt to keep just the parts that seems like they might work?</p> <p>In terms of academic programs, integration of smaller programs with relatively similar designs capable of being delivered remotely seem likely to become more sustainable by pooling both faculty and students. Pooling faculty will allow these integrated programs to offer a wider range of courses, attracting majors from a larger student population, and filling courses more efficiently. Making these programs sustainably available to students on all three campuses would increase student options and allow all three campuses to more effectively maintain their status as full-service universities.</p> <p>But there are other programs that are already sustainable at their respective institutions without the need to pool faculty or students. In this case, integration seems unlikely to benefit students, and imposes on the faculty a burden to create a unified curriculum across all three campuses where none is needed. Indeed, if there are approximately equally good but distinct ways of organizing a program in a particular discipline, the enforced conformity of a common curriculum will actually decrease student choice and may eliminate valuable variants of degree programs.</p> <p>I am less acquainted with the administrative and services side of the university, but I suspect the same is true there. Some services could probably be improved and/or be made more efficient if done the same way on all three campuses (or at just one campus for all three). But others will differ from campus to campus for good reason, so that any imposed unity would work less well than what currently exists.</p> <p>Whether such an approach at the end of the day would yield a single university or a triad of cooperating universities is an open question. But it seems like the latter option should be fully explored.</p>	Joel Press
5/5/2021	Northeast Plan	Other (please specify)	Concerned Grandparent	<p>As the son of a widowed mother in New Jersey in the 1970s, I benefited immeasurably from my home state's robust and respected university system. A Bachelor's degree from Rutgers, the New Jersey state system's flagship university, literally cost less than four years tuition at many private and/or parochial high schools. The close proximity of the campus to my home made commuting an option. And with (a little) money left in our pockets, my fellow students and I frequented New Brunswick's stores, restaurants, cinemas, and even (occasionally) the professional theater on George Street. I'm sure our professors spent a lot more.</p> <p>And when it came time to look for employment, the Rutgers name carried real weight; I graduated with a choice of lucrative job offers.</p> <p>A few years later, I was able to earn a Master's Degree from Rowan University also part of the New Jersey state system with only a relatively modest student loan. The strength of that school's reputation helped me secure my dream job before my diploma arrived in the mail.</p> <p>Now, as a grandfather to five here in Pennsylvania, I wish my grandchildren could enjoy the same opportunities. Unfortunately, 40 years of Federal and State budget cuts have pushed the cost of higher education further and further out of reach for far too many. Even so, the 14 Universities of the Pennsylvania State System of Higher Education (PASSHE) still represent the Commonwealth's best educational bargain, offering degrees for a fraction of the absurd cost of a private school, and for significantly less than even the so-called State-Relateds (Penn State, Pitt, Temple and Lincoln).</p> <p>I understand that some consolidation of PASSHE's 14 schools may be fiscally prudent, however unfortunate. But reducing 14 schools to six looks more like a first step toward dismantling the system, rather than saving it. And consider that closing any of these schools, or even reducing the available courses of study in any one of them, may shut out commuting students who could afford the tuition but not the room and board. (A prime example and one that I understand is on the table would be eliminating Teacher Education at Lock Haven and Mansfield, both of which draw commuters from the relatively low-income counties of Clinton, Lycoming, and Tioga.)</p> <p>It also shuts off the money that students, faculty, and staff spend at local businesses, in communities where the University may be one of the two or three largest employers.</p>	John F Katz
5/5/2021	Northeast Plan	Student		<p>This consolidation is opposed by the majority of students, faculty, and staff. It is appalling that the Chancellor and the Board of Governors are not listening to our voices as they continue to move forward with this proposal. Chancellor Greenstein, you should be ashamed of yourself!</p> <p>Please do not ruin these great institutions.</p> <p>A student, Kyle Schlecht</p>	Kyle Schlecht

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/5/2021	Northeast Plan	Faculty		<p>I would first like to say that this was not an idea driven by faculty, but by managers and politicians. I served on 2 integration committees, and after a lot of work and much thought, I am certain that this will not work as advertised.</p> <p>If pushed through, student enrollments will drop, and the combined NEU will be shunned by students looking for a geographically united campus. SU, KU, WCU, and others will benefit, and we will begin a rapid downward enrollment spiral.</p> <p>I have been a faculty here for 27 years and I am in no danger of being "retrenched." My comments are based on my passion for my university. Those driving this have been here only a few years, and will be long gone before the full effects of this "experiment" will be known. They will list this "accomplishment" on their resume and move on to greener pastures, but will not have to live with the results of their decisions.</p> <p>The ~minute long PR video that outlines what this will be about is not honest. The only way this increases offerings for students is through online classes, yet the video suggests it will be just like a small town university experience. With the current student/faculty ratio mandates, Lock Haven and Mansfield are not large enough to support more than a handful of 4-year face-to-face programs. Why would a student go to LHU or MU if the only face-to-face program they wanted was at BU? Or vice-versa?</p> <p>I urge the Board of Governors to pause and think about this - it has been rushed, and IMHO, it will be a devastating failure.</p>	
5/5/2021	West Plan	Alumni/Donor		<p>I graduated with a degree in Graphic Design and I can say with absolute certainty that had I not been able to do this at CalU, I would not have been able to go elsewhere for my degree.</p> <p>I've known since childhood all the way through high school that I wanted to grow up and pursue a career in the arts, but as is bound to happen, this was not something that my particularly controlling parents supported.</p> <p>Upon graduating, they pushed me towards the air force, followed by nursing and accounting, all to try and steer me towards what they believed would be a "secure" job for me. After a frustrating 2.5 years of being thrown around from one thing to another to try and appease my parents I announced I would be dropping out, which forced them to come to their senses and see that perhaps forcing me into something I had no interest in was not going to work in the long run.</p> <p>Following this, I attended Cal U for 3.5 years for the degree I was interested inâ€”commuting about 40 minutes each way nearly every day of the week while also working a part time job during the evenings/ weekends. Because I fought for what I wanted (even if it took a little longer than I would have liked), now I am working a job as a web designer in the city of Pittsburgh.</p> <p>Now I understand my experience has frustratingly obvious answers. I've heard them throughout my life from people who do not know my experience from the inside. But the point I am trying to make is that I am one of many who needed Cal U to actually be able to receive an education in my desired field. And because I was given that opportunity, I am now thriving in it. So many people in Southwestern PA might not have that opportunity going forward if programs are only available at other schools. Whether it comes down to not having the money or even needing to remain closer to home, there are countless reasons that not offering particular classes at Cal U will do more harm than good.</p>	
5/6/2021	Northeast Plan	Faculty,Alumni/Donor		<p>As APSCUF President Martin has said, change is important and difficult, and therefore should not be rushed into. The lack of details, shared governance, & clear communication in this plan is troubling, especially given the speed at which the process is moving. The lack of depth concerning community impact is alarming, with potential negative repercussions for every citizen. The fact that many students will have to either transfer to take a significant number of courses online ignores both their preferred or needed mode of learning and their access to internet and computers, potentially creating learning and financial hardships for them, and negatively affecting programs. Further, nothing in the plan suggests that consolidation will save the students money or improve instruction. How is this better for education, students, or Pennsylvania? The time and energies of the Chancellor and the Board would be better spent arguing just as enthusiastically and forcefully for the re-funding of education in PA, which sits, embarrassingly, near the bottom of national spending on education.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/6/2021	West Plan	Staff,Alumni/Donor		<p>To begin, I do not believe that we are doing enough for this consolidation. I think that the best course of action would be to do a total consolidation of all 14 schools consolidating back offices such as accounting, HR, and other services that can all operate from one location similar to Penn State or SUNY. This could be a potential cost savings and should be how the state system was set up from the start. I feel that being from a university that will fail without consolidation we do not have a choice while schools like IUP and SRU can just do whatever they want and not support schools like us that are struggling. It is a shame that these 6 six schools up for consolidation will be the guinea pigs and could potentially fail from this plan. Because I do not believe a full consolidation will ever be the case in the near future, I will make my comments for the current plan.</p> <p>I think the biggest issue with this consolidation is fear. I know many individuals have already left or are actively searching for new jobs as they are afraid with the consolidation, their job will be eliminated. We are already operating at bare bones and the people who suffer are our students. For example, our Academic Success Center had 5 employees servicing our entire student population. We are now currently operating with 2 full time employees for an ENTIRE university. They are overworked and students have to wait to schedule meetings or get an email response. Many are concerned with how the consolidation will impact these jobs as the report that came out indicated even MORE positions will be eliminated. Many had hope the consolidation will save jobs, not eliminate them. I am not sure where these cuts can come from as I had said before as we are already operating on a small staff.</p> <p>The organizational chart provided in the plan is far too vague for many and does nothing to truly provide the information we need. How many provosts will there be? What is the real reporting structure? I think this information needs to be provided so that individuals can make comments before the comment period is over.</p> <p>I realize that there are many unknowns with this plan and it is always evolving, but I hope that you would consider releasing detailed information as much as possible to allow for feedback. When the academic array was released and "hubs" were announced, so much feedback was given and the array was updated based on comments.</p> <p>I think it is also important that during this consolidation that those who work in the individual offices are asked for input about the structure of their office with the consolidation. We are the experts in our field and many of us already works across the state system and have a strong working relationship with our colleagues at the other universities. I know for a fact some office restructuring, after impending retirements/departures, is being discussed at a higher level without asking those directly involved and worry decisions will be made without input. This is a cause for concern as again, this directly impacts the students.</p> <p>Thank you for your time.</p>	
5/6/2021	West Plan	Other (please specify)	Director of Parks & Recreation	<p>The Recreation Management curriculum offerings at CA-PA are critical to creating interest in and training professionals to offer and manage recreation and parks for the well-being of communities and individuals. It would be a travesty to eradicate these programs. Especially now, after a global pandemic, where people are heavily dependent upon outdoor spaces and recreation opportunities for their well being and to reconnect with their communities.</p>	Mary Hundt
5/6/2021	Northeast Plan	Other (please specify)	Director of parks and recreation	<p>The Recreation Management curriculum offerings at LHU are critical to creating interest in and training professionals to offer and manage recreation and parks for the well-being of communities and individuals. It would be a travesty to eradicate these programs. Especially now, after a global pandemic, where people are heavily dependent upon outdoor spaces and recreation opportunities for their well being and to reconnect with their communities.</p>	Mary Hundt
5/6/2021	Northeast Plan	Other (please specify)	Community Volunteer	<p>Dear Sirs/Madams:</p> <p>It is incredulous that the Parks & Recreation programs that service so many people and children in Pennsylvania should be considered non-essential in your integration plans. These professionals deserve to be not only included in your short and long term goals, but should be applauded and thanked for the job they do in maintaining programs for kids, seniors and others each and every day. It is easy to eliminate positions and programs while budgets are tight, but rarely are they reinstated when the crunch has eased. The health and well-being of our society was clearly demonstrated during this pandemic; parks, trails and outdoor activities was the main source of relief both physically and emotionally for so many of us! Children learn more by experimentation, observation and hands-on experiences than in a classroom- exactly what parks & recreations professionals do each day! Please reconsider your redesign approach and maintain parks & recreation professionals in your plans.</p> <p>Thank you, Carmen Gonzalez Community Volunteer Parks Committee- Penbrook</p>	Carmen Gonzalez
5/6/2021	West Plan	Alumni/Donor		Consolidate or let them stand alone and accept the outcome	
5/6/2021	Northeast Plan	Staff,Alumni/Donor		<p>I do not support this integration project. Instead of saving two schools that are struggling, you are going to destroy three schools, bringing Bloomsburg down. Bloomsburg'ss reputation will no doubt suffer and students who wanted to go to Bloomsburg will look elsewhere and I do not blame them. Giving Dr. Hanna a raise, who then needs to distribute his duties to others, who then get raises, while cutting jobs of the ones who make sure your schools operate successfully is disgusting. It's no wonder the PASSHE system is in the financial state that it is in when actions like this occur. Sadly, you are trying to pass this integration off as a way to help students when it has nothing to do with that but years of poor financial responsibility of management. I don't know how you sleep at night knowing you cut jobs of good people and loyal workers while you got raises. Perhaps cutting management jobs and reducing management salaries would have been a good first step instead of the ridiculous idea of integrating these schools. I hope you reconsider this plan. As a Bloomsburg Alumni and staff member, I'm disappointed and ashamed.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/7/2021	Northeast Plan	Other (please specify)	Husband of Attendee	<p>Status enhancement of PA higher education is very important!</p> <p>Realignment of the Universities in the PA State System of Higher Education offers an opportunity to enhance the image of the institutions by renaming.</p> <p>"Kutztown" brings to mind "Klutz" which is universally considered to be denigrating.</p> <p>In choosing a school, prospective students may subconsciously look elsewhere to enroll because of this association with "Klutz".</p> <p>Prospective employers may also be turned off by the subconscious "Klutz" connection.</p> <p>In the Pennsylvania German vernacular "Kutz" is a synonym for "vomiting".</p> <p>Renaming the school to eliminate this encumbrance would likely increase enrollment and job prospects for graduates.</p> <p>â€œGreenwich Universityâ€ would be suggested. Rationale -- "Greenwich" is the township in Berks County where the school is located.</p> <p>"Greenwich" carries with it allusion to New England exclusivity and "Ivy League" status.</p> <p>Search shows that â€œUniversity of Greenwichâ€ already exists.</p> <p>It would be expected that sober-minded alumni would support this renaming.</p> <p>Thank you for listening and giving this suggestion due consideration.</p> <p>Sincerely,</p> <p>John Blouch</p>	John Blouch
5/7/2021	West Plan	Other (please specify)	concerned citizen	<p>Please listen to faculty, students, staff, and community members who do not wish for integration to occur. Please stop the integration.</p> <p>Please listen to economists and national leaders in higher education who write this will hurt our students, our faculty, our staff, and our communities. This is an economic disaster.</p> <p>We talk about universities who built too many residence halls. We talk about the debt they are in now. The blame for the debt should be placed on the Board of Governors. PASSHE universities do not act alone. At the same time the universities were experiencing never before seen growth, the Governor and Board of Governors drastically decrease State funding to their own public universities. Now the universities and community are being blamed for being unable to balance their budgets. This is a self-fulfilling prophecy.</p> <p>How can a public State entity operate on a 25% State-funded budget? How would anyone on the Board of Governors or State legislature successfully run a business or serve their community with only 25% of needed funds? Would they ask the students they have been asked to serve to provide the remaining 75%? Of course not. Then why is our State, 47th in the nation for supporting public higher education, doing so? Why are we not supporting our students?</p> <p>We blame low enrollment on declining demographics. Declining enrollments are occurring due to high tuition costs for students who cannot afford to attend the universities designed to serve them. Declining enrollments are occurring because of the negative messaging coming out of PASSHE and the Board of Governors. Messaging disguised to save costs and provide more programming. All while cutting costs, dropping programs, and furloughing employees. There are no cost savings. The report submitted to the Board of Governors is lacking data. Why are we not serving our mission? Who is behind de-funding PASSHE? Who is benefiting from our debt services? Why do we not want to serve these students? Who benefits from an uneducated population?</p> <p>Letâ€™s really be innovative. Fund PASSHE at the 75% budget allocation and watch our enrollments grow.</p>	
5/7/2021	Northeast Plan	Faculty		<p>Mergers/acquisitions typically fail unless there are clear and compelling reasons that drive them to overcome the obstacles and complexity they will face. When the idea of mergers were first discussed, there was talk of 25% cost savings. Now that the planning has concluded, the cost savings appear to be 1% or less. This is not compelling so now the reasons for integration have shifted to increased access and opportunity. This is a bait and switch and does not address the initial impetus to consider these integrations! Increased access and opportunity? For example, students who wish to take advantage of Bloomsburg's AACSB MBA program, for example, can already do so by enrolling in BU's online MBA. Integrating with Lock Haven and Mansfield doesn't change that. Further, more burdensome curriculum processes that involve 3 locations and more detached administration will likely make the end product less responsive, not more, to changing conditions. In the end, there are no compelling reasons for these integrations. The outcomes discussed can be achieved in other, far less disruptive options.</p>	
5/7/2021	Northeast Plan	Other (please specify)	Parent of a current student of Lock Haven.	<p>Our student only has a year left before graduating so I don't know that it will have any great impact on her. However, I don't see how your plan will increase the number of students and make it more successful. If we were looking at colleges today, I would not want my child to go to a school where 3 of her 5 classes are online. I would have eliminated that school as one of her choices right from the beginning. I know that during my daughter's first year, she really did need that face-to-face instruction and interaction with faculty and fellow students. As parents, we would have chosen a university that provided everything at that campus. I'm wondering if you are going to be transparent to future students/parents that many of their classes may be online. Having faculty at other campuses when my student is somewhere else makes no sense and I think you will see more students dropping out. I don't see how you can consolidate and still provide each student at each university the same as they have now. We've all heard that before, "don't worry, nothing will change and it will be better". Sadly, I think this plan will just accelerate the closing of these universities.</p>	Mrs. R. Zeppenfelt

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/7/2021	Northeast Plan	Other (please specify)	A Citizen with an idea for Seniors and Declining University enrollment	<p>Baby Boomer seniors (I'm 70yo) from PA who qualify, and are able bodied and healthy could rent allotted, unused, appropriate resident housing spaces.</p> <p>A reconfiguring of these usually 2 bed rooms with hall bathrooms needn't happen until after an initial trial program. Many seniors would enjoy a campus lifestyle....volunteer, mentor, lecture classes on their lifetime career experiences, work part time. take classes.</p> <p>If apartments in the college town are unrented related to the integration, facilitating those rentals to senior couples could also be a win win. A trial program could find enough willing people who wish to live an interesting minimalist lifestyle. A smaller pilot program could allot qualified (police check) people from other states and countries, as well as young professional 'distant' workers, to experience a region of PA without major financial commitments.</p> <p>I watch/listen to PCN and am always struck at how limited, 'in the box' thinking predominates all problem solving discussions.</p> <p>This idea, with input from AARP like surveys may show this to have enough demand to warrant putting unused campus housing and community resources to work for an eventual win/win.</p> <p>The logistics for accomodation needn't be insurmountable.</p> <p>A first floor resident hall, with divided male and female, wings, could be a start.</p> <p>Think Pilot Program, If successful, such a living lifestyle for seniors can be implemented throughout the many of PA's smaller private colleges as well. A college campus can offer very appropriate living spaces that can help keep the schools financially afloat, and offer less expensive, safe, lifestyle enriching living than many senior housing building provide.</p> <p>Alumni from the universities, even if living out of state, could also qualify to live at their alma mater. Red tape, legal 'Over Concerns' could be addressed. Most importantly, I believe there are many thousands of seniors in PA who would enjoy such a lifestyle, knowing that they can easily leave if it doesn't work out for them.</p>	Michael McGuinness
5/7/2021	Northeast Plan	Staff		<p>i realize we need to save money but people can only do so much at bloom we are already below 2010 levels in certain departments and they want to get rid of more people this is not good for the university at bu we pride ourselves on how clean the university is but we can only do so much and when the president and his helpers got raises when we are hurting for money its takes the employees morale down i know we are in a pandemic and changes need to be made but i would think you would keep the employees in consideration if we where not below 2010 levels of staff it would be different but when you are 19 people below 2010 levels this makes it hard to keep things up to standard some of the decisions that are being made are necessary some of them should have been done long ago but you need to think about how its going to affect the quality that your putting out to the students i like my job here and love the students i just hate to see this go horribly wrong take care and may God bless you in these troubling times</p>	craig clossen
5/7/2021	West Plan	Other (please specify)	Former faculty for 43 years	<p>Though I believe there ways to combine many administrative services, buying power, and other possibilities (as this was occurring back in 70s when I arrived, I am not in favor of this integration at all. Sharing of academic course is fine as I started on the first with Clarion in Athletic Training, and for the most part it worked well. But student on either end never really like or did as well as we thought they could. It eventually went away a few years because of this. There is not enough space here for all of the reasons. From an athletics perspective, this is going to lead to a potential disaster and with the NCAA. There are ramifications that have to be even figured out yet. And to do it after the fact is not the way to do business. I was associated Athletics my whole career at CalU, with 14 of those years serving as the Faculty Athletic Representatives. I also served on several NCAA committees for 6 of those years. So I do have a good perspective. This area must have much more thought placed into before a final decision is made.</p>	Dr. William Biddington
5/7/2021	West Plan	Staff		<p>A general concern would be that the campuses should maintain the history of their former university while having one identity for the integrated university. I fear that not having a singular identity could make it more difficult with marketing, at least regionally, for the institution. Each institution has a rich history but the new institution deserves to have a singular image.</p>	
5/7/2021	Northeast Plan	Alumni/Donor		<p>I am very confused about this whole integration. The opportunity has been available to submit comment but no one has ever addressed any of my questions.</p> <p>Here is another</p> <p>At the townhall hosted by the interim President of Lock Haven, he was implying, in my opinion, that if Bloomsburg didn't become part of the mix of the integration that Lock Haven would not be around in the future. I find that hard to believe as the financials are showing that Lock Haven is operating better than the other two schools now and in the foreseeable future</p> <p>Can you please shed some light on this. I found it rather odd that the comment would be made.</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Can you please comment on how the faculty feel about this from across the three schools. Are they in favor of this?</p>	Stephen Bartorillo
5/7/2021	Northeast Plan			<p>It was said in the Lock Haven Townhall that the only jobs that would be eliminated were from the administrative level. Is that true? No teachers are losing their jobs? I have heard otherwise. While I know you cannot comment on personnel issues, can you promise that no teacher is going to lose their job.</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Could you please explain who the Board of Governors are and what relationship they have to the individual schools. I am worried that the stakeholders are not being adequately represented.</p> <p>Can you comment on why they weren't as public dollars are used to help fund these schools.</p> <p>The board of governors of the Pennsylvania State System of Higher Education unanimously gave Chancellor Daniel Greenstein the green light to plan the integration of Lock Haven, Mansfield, and Bloomsburg Universities into one school and Clarion, California, and Edinboro Universities into another. Lock Haven, Mansfield, and Bloomsburg in eastern Pennsylvania collectively serve 13,391 students and Clarion, California and Edinboro in Western Pennsylvania, 15,669. Both the new institutions would still be smaller than the system's largest university, West Chester, with 17,719.</p>	Stephen Bartorillo

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/7/2021	Northeast Plan	Alumni/Donor		<p>Please comment on the following by Mr. Greenstein. We have a leader that has created bias in the decisions that should be made. Why would such a Leader make these comments. Does he not respect the State School System and what it was designed to do? I am a proud graduate of Lock Haven and I find it appalling that he would make such a statement. Even though this has been addressed, the damage was already done. Do you think a fair and impartial vote can still happen? Why?</p> <p>"The leader of Pennsylvania's State System of Higher Education has been pushing to reorganize the state-owned universities, but he made jaws drop when he described what the alternative would be.</p> <p>"I will be recommending to the board that we come back to the Senate next year with a legislative package to dissolve the system, said State System of Higher Education Chancellor Dan Greenstein."</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Can you share the results of any pulse surveys that were taken to see how the current Student, Boards, Alumni, Faculty, Community feel about this proposed integration?</p> <p>From my analysis, it appears that many are not happy with the integration</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Why are you only looking at 6 schools and not all 14? If you are proposing to do this, why not do it as one? How are the other schools doing financially? Can you share that information and analyze it.</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Below is an excerpt from an article that was published. There are many questions I have regarding this but there are four I would like to discuss 1) Has there been some research on the Georgia system and why it isn't working? Why do we feel this plan will work? 2) The Chancellor said it isn't about saving money, but that was not what was communicated to us in a Townhall. What is the real reason? Why are not all the leaders on the same page? 3) Are we getting away from the reasons why this 14 school system was created and the uniqueness each brings? How are the integrity and values of these universities being maintained, notwithstanding keeping their name? 4) Have there been other considerations instead of integration, like more online class offerings, professional studies programs, online giving to make up the gap, including the 25% contribution by the State. Bigger is not always better. Find a niche and excel at it.</p> <p>"Hilton said the state system modeled its integrations after consolidations in Georgia. He explained that experts say it didn't save Georgia any money. He described the redesign as a distraction from real solutions, such as creating system-wide services to save money.</p> <p>By consolidating certain campuses in the west and northeast, they're actually missing out on opportunities to do things that actually would result in money savings, Hilton said. There's a lot of back-end services, for instance, human resources. Each campus has [its] own human resources, but if we had a system-wide human resources, that would save a lot of money. If we had system wide food contracts, that would save money.</p> <p>Greenstein has said that the PASSHE system redesign is not about saving money, but rather about growth. David Pidgeon, the director of public relations for PASSHE, said the state system needs to grow to be a viable, affordable higher education option for students.</p> <p>What if in addition to creating dynamic in-person, residential educational experiences at California, Clarion and Edinboro [Universities], we also stand up a robust, Pennsylvania-based online option not currently available Pidgeon said. What if as part of the Bloomsburg, Lock Haven and Edinboro integration, we also explore short-burst certificate-based non-degree programs to build skills that employers in the northern region of Pennsylvania are looking for?</p> <p>According to Hilton, the state system was originally designed to provide a high-quality education at the lowest cost possible, especially for first-generation college students and students from low-income families. He emphasized that its founding is based on equity and inclusion, with Cheyney University being one of the oldest historically Black colleges in the country. "</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Hi</p> <p>I've spoken to many people about the proposed integration and have read many comments. About 90% of everything I have come in contact with regarding this integration is against it. How much have the stakeholders been interviewed about this action and why is there such a big disconnect between stakeholders and the Chancellor/Board?</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>How can I serve on this Board as a contributing factor to the decision making and review?</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>"While understanding that integration by itself does not solve all challenges facing the State System, the plan shows that through this effort our universities can do more together than any one can do alone."</p> <p>I am sorry - I just don't agree fully with the above. Lock Haven has shown, with its past President, that progress can be made if you have the right person in place to Lead. When Lock Haven had President Dean Willis, it was a prosperous time. With our latest President, Dr. Pignatello, the school was moving in the right direction. Instead of merging/integrating, why not review Dr. Pignatello's actions to see how he can help turn the corner for the other schools too?</p>	Stephen Bartorillo
5/7/2021	Northeast Plan	Alumni/Donor		<p>Concerning Appendix N: Act 50 Reporting on Student Metrics and Analysis</p> <p>it appears these numbers are actual numbers for the Spring 2021 without any consideration for the pandemic. I really believe that to get a good approximation, you should not include this past 1.5 years and look at patterns from Fall 2020 compared to Fall 2019.</p> <p>Can you please elaborate on your reseasoning for including 2021 numbers</p>	Stephen Bartorillo

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/7/2021	Northeast Plan	Faculty		Parks, recreation, and tourism professionals provide valuable services and programs to many municipalities, non profit, and for-profit businesses. As Individuals continue to enjoy the outdoors, are concerned about their overall wellness, and the environment it is critical that higher education plays a role preparing students for this profession.	
5/7/2021	West Plan	Alumni/Donor		The way this situation has been handled, spells doom for edinboro and clarion. Which means the towns they are located in will experience major economic shock. It's sad to see to colleges founded in the 1800s going out this way. I think this was the plan from the start! One of the many reasons pa has been losing population for the last 40 years. I figure it will take another 5 to 10 years and Slippery Rock or IUP will be next	
5/7/2021	West Plan	Other (please specify)	Parent	With this plan my child has personally seen a class that was taught face to face now become an online course with double the students in the course. Now they will have to take the course online which is not what they signed up for. Covid is one reason to teach online but to move classes online permanently is just sad. If you want to show us real change start at the top, one president, one provost, etc. Once that is achieved then look at making my child's class size larger. As a lifelong learner some of the thing like not replacing professors and increasing class size and turning them into online classes is not quality of education.	
5/7/2021	Northeast Plan	Other (please specify)	Community Member	Integration will ruin Bloomsburg University and be devastating to the town and the surrounding areas for several miles in every direction. Students will be forced to take online courses to complete majors and receive degrees. May as well take online courses at SNHU or cheaper institutions like it. Revenue lost from students living in the area is unmeasurable. People lose their jobs will spend less which affects the area. People lose their jobs and can't afford to send their child to college causing lower revenue. And the cycle continues.	
5/7/2021	Northeast Plan	Alumni/Donor		You used the faculty willing to participate in the integration groups as positive public relations while not redesigning anything. This process is clearly NOT student focused as they will now be forced to take more online classes and be forced into larger class sizes with faculty members who aren't even on the same campus. The data show that integration will not save money. Perhaps cutting many of the redundant administrators, assistants, and consultants should be the first step instead of retrenching faculty. As an alum, this retrenchment and integration completely ruined my view of my alma mater and I will no longer be supporting the PA State System with donations because of this mess. I wouldn't be surprised if the damage the Chancellor has done regarding the image of PASSHE has long-lasting negative effects and takes down the entire system. Shame.	
5/7/2021	Northeast Plan	Other (please specify)	Concerned community member	<p>Hello,</p> <p>I am concerned that the integration plan is short-sighted and does not allow for growth at each university.</p> <p>Entire programs are being cut, which is confusing students and frustrating for faculty. Students will not be likely to enroll in an institution that is undergoing such big changes, because they do not know if they will be able to finish their chosen program where they started it. Faculty members who have been tenured and employed for decades are losing their jobs, which hurts the local economy.</p> <p>Each individual university should continue to have its own programs. To combat the declining number of high school graduates, each university can expand its offerings to focus on the adult population, many of whom do not have a degree or require regular education to maintain their credentials. This is an untapped market.</p> <p>Students have been through enough challenges in the past year with the pandemic. They do not need the added stress of being unsure about where they will finish their education.</p> <p>I am strongly opposed to the integration plan and encourage you to find other solutions to the problems you face.</p>	
5/8/2021	Northeast Plan	Other (please specify)	Parent and PA Tax Payer	<p>The timing of the presentation during the last week of courses, with finals the following week, and knowing students would be focused on academic studies and moving back home for the summer-does not give the students the chance to organize.</p> <p>How can you have student representatives on the board who do not attend the schools being affected vote for this integration plan? If their schools were impacted it is obvious they would not vote in the affirmative.</p>	
5/8/2021	West Plan	Alumni/Donor		As long as each college retains its identity and is not merged in to some new unit that eliminates or changes the history of each college, their high standards for academics and activities, I am ok with the plan. But if any name changes, mascot changes, etc. become part of the arrangement, then I am totally against any plan presented.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/8/2021	West Plan	Alumni/Donor		<ul style="list-style-type: none"> -As a graduate of Edinboro University I am opposed the University Integration Plan (West). -It will cause enrollments to drop further due to the the vagueness of the plan, and the uncertainty as to which programs will be offered in person on campus. -It will cost more to implement than it will save. -It will reduce faculty and lower the quality of education. (Education is the point, isn't it?) -Students should not be forced to take online classes just so that the State can save money. Nor should they need to make a long commute to another campus so that they can take a class in-person. -Loyalty to the University is based on more than athletic teams. -Decisions should be made based on the welfare of those who are invested in the University: Students, Faculty, Staff and Alumni. -Individual schools in the PA State College System should not be singled out for diminishment. -Edinboro has a distinguished history that has survived the Depression, World Wars, and Pandemics. These things are transient. Low birth rate may also be temporary in the long term. -In the meantime efforts should be made to increase enrollment rather than dismantling the State's Institutions of Higher Education. -Prospective students need guidance. They don't know what they don't know. -There should be much more outreach to High School Classes, Clubs, Youth Groups and Community Colleges through visits by Faculty and Staff, and webinars highlighting the programs and opportunities in more specific detail. This should extend to all parts of the State. -The marketing should improve. The video on the Integration Website is juvenile and insulting. I also resent that this is all being sold to students as something with so many remarkable advantages when in reality it's robbing them of the best of their college experience. -The State should give much more financial support to these Schools. -PASSHE needs to remember their mission. If they can't fulfill it then maybe it's time for new board members. -My husband is also an Edinboro graduate. If the plan is implemented we will no longer continue any financial support. 	Charles and Pamela Davies
5/8/2021	Northeast Plan	Faculty		<ul style="list-style-type: none"> (1) Specifically, how does this save PASSHE money? (2) Just because faculty participated in the planning does not mean they endorse what has been developed. They possibly decided to participate to prevent a program array and curriculum being forced on them without any participation (although it would not shock me if they still impose a curriculum that is different from what the faculty developed). (3) Did you consult with the people living in Bloomsburg, Lock Haven, and Mansfield--the "townies" (truly townies in the case of Bloomsburg) to see if they wanted consolidation, instead of telling them it was going to happen? 	
5/8/2021	Northeast Plan	Alumni/Donor		<p>As an Alumni of Bloomsburg University, I was sad to hear that the university may not exist much longer or would be combined with other universities. I think what made me sad was that the name of the college, I attended would probably no longer exist. Is there anyway that each campus combined would still be able to keep their name as part of the new university name? (i.e. Eastern PA University at Bloomsburg (EPUB), Eastern PA University at Lockhaven (EPUL))</p> <p>Thanks very much!</p>	Marianne Brown
5/9/2021	Northeast Plan	Alumni/Donor		<p>As I see the need to streamline the administration of the university system, I believe that eliminating the Recreation Management program at Lock Haven University would have a negative impact on the field across the state and beyond. As a product of the program and a 25 year professional providing positive recreational opportunities for the public I still fall back on the lessons learned through the course work that the program provided. Lock Haven University has a long list of well respected professionals in the Recreation field throughout the state. I would ask that you strongly consider the impact that eliminating such a strong program from the University's offerings will have on the reputation of Lock Haven. I am proud to say I got my recreation management start at LHU.</p>	Andrew Oles
5/9/2021	West Plan	Staff		<p>While I am concerned about possible job loss for staff (below management level) and faculty, I hope the integration will promote strong leadership based on professionalism and ethics rather than the increasing nepotism and cronyism at Cal U.</p>	
5/9/2021	Northeast Plan	Alumni/Donor		<p>I hope each institution will be able to keep some measure of individual identify as promised as I have been supporting my alma mater for decades. I think the Commonwealth Legislature needs to accept responsible for having failed the System by not providing adequate financial support, But without adequate financial support, I feel there needs to structural changes to take better advantage of the economy of scale coming from being part of a system. While integrations of some institutions can achieve this to some level, I think there needs to be more power at the central location of PASSHE with common policies, procedures, services and operating systems.</p>	Jim Pflugh
5/9/2021	West Plan	Alumni/Donor		<p>Why would do this? You strip all these colleges, their students and their alumni of their identities. How much money would you really save, especially if the athletics are still maintained separately. So, disappointed that all this time and effort was not spent trying to find ways to increase student enrollment or build fundraising partnerships with local companies.</p> <p>I was so proud to be a Clarion grad. Now it feels like all that will be erased.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/10/2021	Northeast Plan	Alumni/Donor		<p>Integration? It is already a system. Lowers cost? No, eviscerates programs. Fixes problems? NO, Creates more. Raises money? NO. spends it. Raises Talent? NO Depletes it Raises the Bar? Breaks it. Raises enrollment? Ignores it.</p> <p>If PASSHE so interested in public comment why are comments off on YouTube? Why are the zoom calls muted? Why is the narrative strictly controlled? Is it because the public is not for this? Probably.</p> <p>Integration is a terrible idea. The narrative is managerial not leadership oriented, This would not be considered had the PASSHE focused on what matters: Lobbying for state funding and marketing for enrollment. See SHEEO Reports 2018/2019 study on numbers that highlight of how pathetic PASSHE is at lobbying for funds. 49th in the country.</p>	Luke Lorenz
5/10/2021	West Plan	Faculty		<p>Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel.</p> <p>This plan fails in many other areas, including comprehensive description of what the effects on students will be. Our students deserve transparency and certainty, and this plan fails to deliver in both of those areas. Students should know ALL of the impacts of the plan; to move ahead with this plan without those answers is irresponsible.</p> <p>Students should be told upfront what courses they will be forced to take in a hybrid model before choosing their school. Additionally a State System talking point for months has been that a benefit of consolidation is the opportunity for a student to take a class in an accredited program from another campus; HOWEVER, this plan does not guarantee that. In reality, a university will not know that until those programs are reaccredited, and what if that doesn't work out? Imagine recruiting a student to Mansfield in 2022 with the promise of taking an accredited business course from Bloomsburg, only to find out at a later date this would not be possible.</p> <p>This plan needs much more work.</p> <p>This plan fails in many other areas, including whether or not student athletes will be able to compete in a sport of their choosing at the campus of their choice. In the rush to get a plan approved, the State System has failed to wait for a decision by the NCAA. While all parties are hopeful that sports will be allowed at each campus, to move ahead with this plan without an answer is irresponsible.</p> <p>We believe not knowing whether you will have a sports team in fall of 2022 has an impact on students. If the NCAA were to decide that integrated entities could not house individual athletic teams on each campus, the effects would be devastating. We have coaches who are left with these important questions to answer while they recruit student athletes. Additionally, if only one school can have a sports team based on the locations of our schools, it would not physically be possible for students to drive to another campus to practice and still maintain full-time student standing.</p> <p>We cannot take a wait-and-see approach for our student athletes who boast high retention and graduation rates at our universities.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/10/2021	Northeast Plan	Other (please specify)	industry professional	<p>On behalf of the Pennsylvania Recreation and Park Society (PRPS), I represent its more than 2000 members. PRPS is the statewide association providing professional leadership, development, advocacy and resources for those working in the parks and recreation industry.</p> <p>The Society's members include managers of municipal and state recreation and park systems, recreation therapists and wellness specialists, higher education professors and students, managers and programmers of commercial recreation facilities, suppliers and manufacturers of recreation and park products and services, and citizen members of community recreation and park boards across the Commonwealth.</p> <p>We are alarmed that the current plan proposes to eliminate the Recreation Management degree program, and is in need of further discussion.</p> <p>Recreation Management (BS): The sub-subgroups proposed realignment of two tracks with other programs. Remaining tracks bear further analysis for growth potential/workforce demand.</p> <p>While Sport Management and Criminal Justice Conservation Law Enforcement are included in the program array for the new university, they can in no way provide adequate coursework on tourism and event management, outdoor recreation and natural resource management, youth and community development and other specific studies required for the basic competencies of our industry's working professionals.</p> <p>With more than 6100 community parks and 121 state parks in Pennsylvania and with strong upward trends in visitorship and demand on them the resource, facilities and program management staffing has become more critical than ever. And even now, hiring an adequate and prepared workforce has become very challenging.</p> <p>To those who are outside the industry (as I once was, and I suspect, those who have also dismissed its value in this recommendation), parks and rec seems like the fluff to cut. However, our practicing professionals contribute in many ways to improving personal and community living. Prime among them are in providing active avenues to better health and wellness, environmental sustainability, social equity, economic stimulation, infrastructure and resilience, people development, community livability, as well as recreation and leisure activities. No other profession brings as collaborative and holistic an approach to solving people problems as do our park and recreation professionals.</p> <p>Eliminating a key route of entry into the profession by eliminating such a core preparatory major vastly undercuts the foundation of not just our future profession, but our communities livability and the enrichment of their residents.</p> <p>Abolishing this degree major is a short-sighted (and internally-focused!) non-solution to meeting the needs of our diversifying population, aging infrastructure, growing resource pressures, mental and physical health challenges, and the sustainable local economies of our cities.</p>	
5/10/2021	Northeast Plan	Alumni/Donor		<p>I am concerned that there seems to be a movement away from providing higher education, to "Training, but not Educating" our customers. Over the past several decades, there has been an eroding of liberal arts emphasis, and of an understanding of the humanities place in education, in favor of specialization, in being 'trained' to perform a specific job, perhaps at the expense of being 'educated' to be able to understand and adapt to the totality of a changing world.</p> <p>The ideas of combining enrollment in high school courses along with dual enrollment in low level college courses seems to be a 'rush' to compact time spent in order to minimize overall costs, seemingly, to me, at the expense of a more complete, encompassing education.</p> <p>Also, offering 'certification programs' and possibly associate degree programs in the same educational setting feels like combining elementary, junior high, and senior high students in a single social setting. I'm not sure this will add to the feeling of community that should exist in the university setting.</p>	
5/10/2021	Northeast Plan	Faculty		<p>The Northeast integration plan will be negative for Bloomsburg University by diverting resources from a viable university to prop up the others. Additionally, the integration plan creates uncertainty in the minds of prospective students and their parents, furthering the challenge of recruiting.</p>	
5/10/2021	West Plan	Staff		<p>These implementation plans are essentially high level business cases...not plans on how to implement this. If this is approved, there needs to be time to develop actual implementation plans that contain details of how this works.</p> <p>How are phones going to work for each dept? Will there be 1 Admissions number or 3? Will there be 1 email domain or 3? I could name hundreds of details that need figured out. Some of these teams don't know what they don't know yet and it's all going to fall out in the rush to get this setup. Take a year to design it right, then a year to implement it.</p>	
5/11/2021	Both	House Hearings		<p>Affiliates. Not sure there is that much to do on this score but the questions I am getting (house hearings) suggest that we aren't clear enough in the report that governance of the affiliates is unaffected by integration AND that affiliates may (but cannot be required by the board) to seek shared service efficiencies. I think this is a matter of clarification or emphasis, not of change.</p>	
5/11/2021	Both	General Assembly		<p>Because the plans call for the continuation of on-campus learning, on-campus housing, athletics, student life, etc. and because the integrations do not call for massive employee reductions, it was decided not to conduct an economic impact study. Based in input from various sources (including in hearings), we should go ahead and conduct an economic impact analysis</p>	
5/11/2021	Both	General Assembly		<p>Do a student survey – have heard this in a variety of ways at senate and house hearings and in private leg meetings, mostly urging us to survey pashe students (all pashe students, all students at the integrating institutions). Since we have already surveyed students at the integrating institutions and since existing students at pashe schools are transient, we are broadening to include existing students at PA public and state related institutions and prospective PA students (traditional and non-traditional) in order to test the assumption that a new student segment is emerging that will actively be seeking hybrid experiences in part in pursuit of program breadth and or greater affordability. We may want to include with a meta-analysis of other data that are becoming available looking at comparable themes</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/11/2021	Both	Senate Joint Hearing		During the join Senate hearing, there was a request for additional detail about where projected cost savings are coming from	
5/11/2021	Both	General Assembly		Expand number of hearings – senate hearings, house hearings, and in private meetings (dem)	
5/11/2021	Both	Trustees		Financial risks – I think we are already pretty good on risks in the financial overview and conclusion, but we may want to include something explicit about the need to cover urgent deferred maintenance, outlining the level of urgent deferred maintenance at the various universities and where (e.g. Mansfield) the costs are not covered with some identified source of funds	
5/11/2021	Both	Public Comment email		I highly recommend and request you coordinate and/or ask for volunteers to serve on a parent focus group since a majority of your in-state students are having tuition paid by parents who are Pennsylvania residents and taxpayers. Would be proud to serve. Scott Rogers	
5/11/2021	Both	Trustees		Include draft recommendations from leadership and governance groups in appendix along with a recommendation to the board that it ask the two regions to come together around a common recommendation with a view to informing a legislative agenda that will seek relevant changes to act 188	
5/11/2021	Both	Public Comment email		<p>My name is Nick Marcil, a current Graduate Student and Graduate Assistant of West Chester University. Also, I recently graduated from WCU with my undergrad in May 2020.</p> <p>I am emailing you to point out a few of my many concerns for the Integration and Chancellor Dan's appropriations proposal for PASSHE. I am sure you are aware but the Integration Plans have been rightfully criticised for little detail.</p> <p>One area especially is the community impacts as many of the communities of the integrated Universities are surviving greatly in part to the University. I believe this process has been rushed and the fact that there was no mention of the Economic Impact of the PASSHE Employment Reductions through this integration and Chancellor Dan's proposal to the Legislature. I highly consider you provide justification for the likely economic impacts in these communities. As I'm sure you are aware PERI did a fantastic report/study which can be found here. The ramifications of these Integrations and continued cuts to PASSHE are and will continue to be devastating.</p> <p>Another area is within the student success space and assumptions made of enrollment gains. There is no detailed evidence into how these gains will be accomplished. I don't understand how a plan as such can be even considered with such scarce detail. As well when listening into the Board of Governors meeting I heard multiple times about the gains that will be made within the Virtual/Remote learning space. I'd really like to see the numbers as would many into how you believe you will get increased enrollment of students in that setting. From my experience and knowledge from myself and others, learning in the virtual setting can happen, but everyone is yearning for real connection.</p> <p>Additionally, I am very concerned that the office of the Chancellor and the Board of Governors is rushing this plan through with little to no public input. Not only that but 60 days is not nearly enough time and I like many others believe this process is being rushed. As well, this public input that I and many others may be sending is not public, but entirely private. There is little to no assurance that the comments will be read and acted upon in any fashion. Similarly that is what has happened with prior comments about these proposed plans because there is no real justification of this from any students whether testimony or Chancellor Dan continually stating he has heard from stakeholders. All of that is continuous hearsay with no actual justification.</p> <p>Also, I am a Graduate Student and believe our voices as Graduate Students aren't being heard and the need for an in depth look at the vital resources that the University can and should provide. And as I am reminded by Chancellor Dan's words that these are policy choices and doing this Consolidation and Financial Sustainability planning is a policy choice. And as Chancellor Dan talks about believing in just the data or seemingly not putting your beliefs about the importance of education is a choice which is leading to the continued disinvestment and disintegration of our State System!</p> <p>Lastly, I'd really be interested to hear what Chancellor Dan and other's from the board think the purpose of Education or Higher Education is for people. I have little confidence that this consolidation or continued financial stress put on our state system through the legislature, board of governors, the chancellor, and others is leading to fulfill the true purpose of education or student success.</p>	
5/11/2021	Both	Senate Joint Hearing		Present projections for the west until the point they become net positive (year six) –	
5/11/2021	Both	General Assembly		Pressure test assumptions in the projections –	
5/11/2021	Both	House and Senate Joint Hearings		<p>State funding level – point continually raised about need for transformation AND public investment, yet level of public investment is not specified. I think we need to specify, probably in a table that provides funding options and what we get for them. Some obvious options include</p> <p>a.funding level necessary to get west to sustainability in two years (dgs dollars being pursued as per 2 above)</p> <p>b.funding level necessary to eliminate need for cross subsidization</p> <p>c.funding level necessary to reduce net average cost of attendance in 1k increments (calculated as 1k x annualized headcount or about 85k/1k increment)</p> <p>d.... other?</p>	
5/11/2021	West Plan	Staff		Is there a place where everyone can read others comments? I think it would be interesting to see what is being asked.	
5/11/2021	Northeast Plan	Other (please specify)	Parent of Recruited Athlete	<p>What is the contingency plan regarding the NCAA approval of maintaining sports teams within each University should the NCAA not approve the proposal currently in front of them?</p> <p>Many student athletes have opportunities at Private NCAA Division III colleges and universities but are simultaneously being recruited at the Division 2 NCAA Level. Should the NCAA not approve each University Campus retaining their athletic teams, what is the plan? Will the combined University go Division 3 anyway?</p> <p>This needs more attention than a generic statement.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/11/2021	Northeast Plan	Other (please specify)	Director of Parks and Recreation	As a Park and Recreation Director for over 30 years, and the President of PA Parks and Recreation Society, it is necessary that I respond to the open comment period. As many of you know, that during the pandemic, and since the tragedy of 2001, our PA residents turn to Parks and Recreation for their overall health and well being during times of uncertainty and stress. Our public understand the importance of the programs and services provided by our profession, and to read your organization is in the mindset to diminish the necessary skills to provide the much needed curriculum to our future is detrimental to the future of PA. Our professionals contribute in many ways to improving personal and community living. Prime among them are in providing active avenues to better health and wellness, environmental sustainability, social equity, economic stimulation, infrastructure and resilience, people development, community livability, as well as recreation and leisure activities. No other profession brings as collaborative and holistic an approach to solving people problems as do our park and recreation professionals. Where did you grow as a child? Think about it, on our sports fields, in our playground programs, summer camps, and in our parks. You are short sighted not to see this, and bring about proper change to your universities in other fashions then to cut a much needed profession. Currently, there are 5 full time positions available in Central Pa, and very few professionals with the necessary certifications. I urge you to re-visit the reinstatement of the Recreation Management program to the total complete BS degree in the new University.	
5/11/2021	Northeast Plan	Faculty		How many jobs will be cut across the three institutions as a result of the integration process?	
5/11/2021	Northeast Plan	Faculty,Alumni/Donor		I am a tenure-track faculty member who has been involved with serving on an Integration sub-sub committee since this past winter. I continue to be frustrated with the lack of involvement and transparency across the university with this process. Everything has seemed very rushed and haphazard with regards to documenting our work, receiving feedback, and organizing and disseminating information for all to see. The whole process is rushed, faculty and administration are stressed, and our best work has been unable to happen due to being pushed to provide SIGNIFICANT recommendations and program mapping during the pandemic during the ongoing semester. Mixed messages are provided from upper level administration and much uncertainty still remains with regards to what to expect and what next steps will be. This process is rushed and NOT in the best interest of our students here at Bloomsburg. It is frustrating to see our standing reputation, accredited programs, and community partnerships at risk due to the haphazard way this process has been rolled out. I stepped forward as I wanted to make a difference in this process and be involved in revitalizing some needed areas of our programming. Being a part of this process and feeling like our voices continue to be unheard is very frustrating. Morale is LOW here at Bloomsburg with regards to the faculty demands put upon us this past semester and looking forward into the summer if this plan is fully approved. Rushing this process is not the answer to ensuring high quality programs and experiences for our students. MORE TIME is needed, better communication is needed, better team building between campuses is desperately needed (campuses are being pitted against one another resulting in unproductive working environments; administrators are being required to work on committees with their peers at other campuses when technically only 1 of them will actually be holding that position moving forward); students are left in the dark and unsure of what the future of their program will look like. If this process moves forward, PLEASE listen to the faculty, talk with our students, and respect our time and our effort we are putting into this. Allow for MORE TIME, provide more transparency, and don't punish programs and colleges that are in good standing with having to pick up the pieces of others.	
5/11/2021	Northeast Plan	Alumni/Donor		Can you please share the public opinion's results on this as they are taxpayers and are critical stakeholders I am wondering why this is a pressing issue now when there is so much going on	
5/11/2021	Northeast Plan	Alumni/Donor		It hurts me as an alumni to see so many programs and faculty cut in the name 'integration'. You're hiring your future students by taking away so much from Lock Haven!	
5/11/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Former staff	Please consider a model of counseling support and outreach to improve access and disband the very expensive and inefficient current faculty model. This faculty model is antiquated and not the appropriate model to serve students needs this integration plan presents an opportunity for significant improvements and a design of much more appropriate services and use if support resources. Letting this opportunity for improvement will be a disservice to students attending these universities.	
5/12/2021	Northeast Plan	Staff		From what I see, there is no advantage to this plan, at least for students. There is no proof that it will provide better service/education, despite the press statements. It is not lowering tuition, which is one of the biggest things our students need. Upper management in the state may think it looks nice on paper, but working in academics, I already see so many things that are not workable/advantageous to the students or faculty. You've cut staff and faculty; how about cutting all the layers of management and 6-figure salaries?	
5/12/2021	Northeast Plan	Staff		Does the Bloomsburg University Council of Trustees need to approve the integration plans? During the open comment period at the Board of Governors meeting the Chair of their council of trustees indicated that they would not be able to move forward to assume the debt of the integrated universities.	
5/12/2021	Northeast Plan	Staff		The only winner in the plan seems to be Bloomsburg University. They are assuming control of the entire operation and will be the base of all operations and degrees. This is very evident in the integration planning process. Questions are not asked, demands are made by Bloomsburg Execs. letting everyone know they are in charge. Why would students come to either Mansfield or Lock Haven to take online classes at Bloomsburg? They will continue to grow and maintain the competition that has existed for years drawing students away from the other campuses.	
5/12/2021	West Plan	Faculty		The issue still resides with biased management (marketing) continuously publicizing, marketing, and displaying on web sites only certain programs, regardless if they meet successful enrollment or not. Others are cast aside, when all programs should be highlighted on a rotation for fairness.	
5/12/2021	Northeast Plan	Staff		I would like to know when the "public comments" will be shared with the public? I am interested in knowing how people in general are feeling about the integration and would like to see the responses.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/12/2021	West Plan	Faculty		<p>Stop paying university administrators so high! Obviously their management, sound judgment, and decision making is lacking has contributed to this integration plan. Stop hiring for insignificant positions that do not benefit the university and students. If you going hire for these positions, assign them 3 or 5 year contracts and at the end of contract, produce an accountability report for tasks accomplished. One of the universities in this plan is unable to add undergraduate classes because "it's too expensive," meanwhile the fat cats at the top get paid. What's wrong with this!!!!!!!!!!!! PASSHE has been mismanaged for years by many of these higher ups. Seems like PASSHE needs to take a cue from Kent State and have all administrators take a pay cut until they can prove themselves!</p> <p>http://www.kentwired.com/latest_updates/article_63e00404-889e-11ea-952b-a7ef53eb693c.html</p> <p>https://hechingerreport.org/think-university-administrators-salaries-are-high-critics-say-their-benefits-are-lavish/</p> <p>https://slate.com/business/2014/05/college-president-pay-is-it-too-high.html</p>	
5/12/2021	Northeast Plan	Alumni/Donor		<p>In the category of Affordability and Efficiency, the following information is provided, but I have yet to see any fact-based support for the numbers projected. To develop such stunning numbers as reducing the cost of an undergraduate degree by 25% HAS TO BE based on some hard, cold data. I have yet to see any data that supports or gives a basis for these numbers:</p> <p>Aspirational Goal: Create pathways to reduce total cost of undergraduate degree attainment by 25%: Objectives/Focus for Metrics/Targets: - Overall retention and progression improvement: Success rate of students in gatekeeper courses; Underrepresented student group performance gap elimination; Room, board, and student fee structure review; Shared services and administrative efficiencies;</p> <p>Measurements/Cumulative Impact (2026): 6% increase in retention (2024-2026): 2-15% increase in progression through gatekeeper courses; Accelerated degrees and pathways expansion; Increase participation in accelerated programming by 15%; 6% reduction in performance gap; Reduce overall non-tuition costs by 3-5%; Reduce operational costs by 20% and modify tuition as feasible.</p> <p>Where can I find hard data, or past examples that would support these "Aspirational Goals?"</p>	
5/12/2021	West Plan	Staff,Alumni/Donor		<p>I fully support the Integration Plan. As Chancellor Greenstein has indicated, the 3 Western Universities cannot survive without either: a massive infusion of cash from the Commonwealth; or Integration. The former does not appear to be realistic, therefore Integration makes the most sense for me. Yes, I am an employee of Edinboro University and and proud alum of Edinboro as well. I am part of the Western Integration Committee and have been working tirelessly toward our Western Integration. A LOT of people: faculty, students and staff have expended countless hours working to make the launch of our new University a reality. This is a bold and decisive move, however the result will be a University that is well-positioned for the future needs of the students of this Commonwealth.</p> <p>Thank you.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/12/2021	Northeast Plan	Other (please specify)	Parent	<p>Everyone. The process has and will continue to include students, faculty, staff, university leaders, community leaders, elected officials, business leaders, and the public. The System redesign will allow us to continue to fulfill our common mission of providing high-quality, affordable education to all Pennsylvanians, and so we must all work together to create it.</p> <p>Why weren't parents who are also Pennsylvania tax payers involved with this process?</p> <p>Parents who invested in 529's are partners with their students who attend PASSHE schools that are impacted i.e. Lock Haven University. Part of selecting a University is on undergraduate program, size, campus professors dedicated to students, campus leadership, name recognition and ranking.</p> <p>Now I feel we are spending tuition dollars on a risky investment that may not have an identity or fail to exist if this integration process does not work out. I am sure every student attending a PASSHE school had choices of other schools they applied to including Private or State- Related Universities they were accepted to. However, they chose to attend Lock Haven for everything they had to offer and they had expectations. Now, PASSHE is electing to move forward with changes (during a global pandemic). What was promised (in a sense) as a part of the student-parent and PASSHE contract for a four year degrees with acceptance and a student committing to Lock Haven University -has been changed during the term of the contract.</p> <p>To ensure success: There needs to be a promise of sizable long term investments in campus facilities related to state of the art infrastructure: i.e. buildings, learning environments, labs, dorms, athletic facilities, equipment, and other areas related to co and extra curricular offerings.</p> <p>Your matrix shows cost savings in tuition dollars after our student graduates.....if you want to make this work-PASSHE should deliver on decreasing Tuition dollars immediately. Otherwise, it feels like the current students are being utilized as a part of a higher education research project. I am more than willing to be a part of the solution.</p> <p>https://www.pa529.com/ https://www.pa529.com/guaranteed-savings-plan/</p>	
5/12/2021	Northeast Plan	Alumni/Donor		<p>As a graduate of the Recreation Management program from LHU, I urge you to reconsider your thoughts on elimination of the degree program. This program has brought light to many different individuals across the state, nation, and internationally. When I was in college at LHU, the job placement rate from graduation was 94%, with these students leaving the institution seeking employment, while using their degrees. This program has set it up that students get to use their hard skills that they have learned and practiced in the classroom, and get to apply their knowledge to the professional world. Many different agencies across the state (PA government, park and recreation agencies, and private hospitality and outfitter/guiding companies) rely on LHU graduates to run their programs and companies. With the growth of tourism and recreation throughout the country (pre COVID, and in the outdoor industry while during COVID), it's slated that things will get busier and we need individuals that are properly trained and taught by the best. After going through the program and working in the industry since graduation in 2014, I can honestly say that LHU has an amazing program that's helping to shape the future of recreation. Even though this is written from a place of professional opinion within the recreation field, this does host some sentimental bias as well. I hope you will reconsider.</p>	
5/12/2021	Northeast Plan	Policy/Governance (e.g., Board of Governors, legislature, trustees)		<p>This plan is horrendous and would do immense harm to PA's public higher education. I urge you to defer to APSCUF rather than ramming this through.</p>	
5/12/2021	Northeast Plan	Other (please specify)	Community member	<p>Act 50 requires an economic impact study of the plan, which has not been done.</p> <p>At the May 4, 2021 PA Joint House Appropriations & Education Committees Hearing, at minute 12:32, Chancellor Greenstein stated to the legislators, "We are looking at a 1+% headcount reduction per region, which is the reason you don't find an economic study."</p> <p>However, Act 50 does not excuse an economic impact study from being made based on an estimated headcount reduction. Therefore, this plan should be considered null and void by the House and Senate.</p>	
5/12/2021	Northeast Plan	Other (please specify)	Community Member	<p>There has been a survey of students that has been referenced by PASSHE management, however, this survey has not been published nor made available to the public in any way. However, APSCUF has published the results and data of their student survey.</p> <p>If the people of the Commonwealth are not allowed to see the results of PASSHE's student survey, then this plan should be rejected, as it clearly is based on assumptions and not survey data.</p>	
5/12/2021	Northeast Plan	Other (please specify)	Community Member	<p>There are far too many questions not answered within this plan, and far too many jobs that will be lost as soon as THREE WEEKS from today. This is rushed, not well--thought out, the chancellor was asked many questions that he was unable to answer in several House and Senate Appropriations Committee Hearings in March, April and May.</p> <p>Enacting this plan would be irresponsible and negligent.</p>	
5/12/2021	Northeast Plan	Other (please specify)	I live in the community of one of the schools	<p>My 2 high school students absolutely despised having to do school online during the pandemic. They both had considered attending a PASSHE university, but after hearing about the instability of this plan, and if it goes ahead as stated with an unknown amount of classes being online, I can guarantee you have lost 2 students..</p> <p>This program array would decrease enrollment even further. Way to go. Way to destroy what was once considered a great system. Bravo.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/13/2021	Northeast Plan	Staff		This plan lacks any substance of how there will be a savings or reduction in budgets.	
5/13/2021	West Plan	Alumni/Donor		I don't like it and don't support this initiative. It eliminates the College I graduated from. I wonder how much thought went into how Alumni might react? I won't be a donor going forward.	
5/13/2021	Northeast Plan	Other (please specify)	concerned practitioner	<p>This year, parks were instrumental in providing communities with a haven for activity, relaxation, and enjoyment. Park and Recreation Professionals across the state worked diligently to provide these needed reputes; balancing public safety and wide-ranging views regarding recreation programs and park usage. Throughout the pandemic, they gathered information, weighed the pros and cons, and made hard decisions for their respective communities.</p> <p>As a result of their actions, our parks are thriving. Visitation and use of Pennsylvania state parks is up 26%. through the roof. However, there remains increased demand for open spaces and programming for the foreseeable future. This trend will only grow when one considers the declining number of open spaces in the state. Having professionals who can effectively manage this phenomenon is critical to future enjoyment and mental health in Pennsylvania.</p> <p>Here we have a field that is already the 6th most enrolled in your system and has all the markings of future growth. Yet, it is designated for elimination or absorption. So I don't understand and believe the committee may be a little shortsighted. Eliminating this entry into the field undercuts the profession's future and its ability to manage future demand for programs and parks successfully.</p> <p>Please reconsider the current plan for recreation and park programs. There is a real need for professionals specifically trained to handle the many aspects of recreation and park management. These positions include the ability to navigate public communication, finance, programming, park operations, and human resources. This breadth of necessary coursework and skills makes for a well-rounded and better-prepared candidate for this field.</p> <p>Please consider modifying the current plan and reinstate a specific Recreation and Park Management (BS) program to meet the needs of the future.</p> <p>Dan Hendey</p>	
5/13/2021	Northeast Plan	Alumni/Donor		<p>Please be honest regarding the need for these changes is a result of historically poor political decisions.</p> <ol style="list-style-type: none"> 1. The shift to the University of PA 2. The change allowing PSU to expand its branch campus system and siphon off students from the other state colleges 3. The notion the state universities should "specialize" 4. Trustees beholdng to political powers not the best interest of the institution 5. Finance responsibilities shifted away from the university to foundations 6. The notion the universities preparing teachers are somehow lesser institutions 7. Expecting large alumni funding resources and donations by people on teacher salaries 8. Failing to capitalize on innovative opportunities 9. Failing to recognize the economic engines sustaining these communities 	
5/13/2021	West Plan	Alumni/Donor		<p>In the time since my graduation from Clarion in 1979, I have been an active donor and have served on the Alumni Board of Directors and the Foundation Board of Directors. I have also spent the bulk of my career working in higher education.</p> <p>As a first-generation student, I was fortunate that the Commonwealth robustly funded its state colleges so that my parents were able to educate all three of their children. And we were thankful that we had a variety of excellent state schools from which to choose. I firmly believe that affordable higher education for our students is essential to maintaining and improving Pennsylvania's economic health. I am proud of the education I received at Clarion and am grateful for the opportunities made possible by that experience.</p> <p>Over the years, I have grown increasingly dismayed by the Commonwealth's inability to maintain its financial commitment to its system of universities. But the need for affordable education, especially for first-generation students, has not diminished and, in fact, is more important than ever. To accomplish that goal, we have only a few choices: more robust funding from the Commonwealth, significant increases in tuition, or reining in costs.</p> <p>Given these considerations, I am convinced that the integration of California, Clarion, and Edinboro presents the best option to provide that affordable education. Integration will allow the larger institution to rein in costs by consolidating purchasing and identifying and eliminating duplication of services. But, more importantly, integration will allow the three campuses to offer courses and programs more efficiently without duplication of effort. I am especially excited about the opportunities that enhanced on-line instruction will offer students, especially those non-traditional/adult students who are underserved now.</p> <p>I recognize that there are concerns with this integration plan, especially when one considers the possible downsizing of the workforce. I do not relish that thought. But I also note that any workforce reductions are planned to occur as gradually as possible. And once again, I recognize that we have the three aforementioned options. It is clear that the Commonwealth is not planning to increase its support. It is clear that tuition increases will only encourage students to seek other educational options. That leaves us with the plan to rein in costs. Does anyone genuinely believe that that is not an inevitability at all three schools, whether they integrate or not?</p> <p>I played a small role as an alumni advisor for the western integration planning. I know the people who have been involved in this effort. I know that they put the students interests first in every deliberation. I respect their knowledge, their wisdom, and their integrity. I know that there are some questions left to be answered, but I fully trust that they will continue to apply their talents to finding the best solutions to those questions.</p> <p>I also deeply appreciate their commitment to maintaining the identities of the three campuses, because as an alumnus I will always want my alma mater to succeed and to excel. But beyond that, I recognize that embracing the presence of the three campuses will continue what has always been an important legacy of all three universities. Their placement as Normal Schools was no accident; they were always intended to serve rural areas and this will ensure that they can continue to do so.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/13/2021	Northeast Plan	Student		The chance of having more online courses as a result of this consolidation degrades the academic merit each of the universities provides to its students. Furthermore, combining into a single faculty and administration leads to decisions being made for the benefit of one campus and could be detrimental to the other universities involved. Although this plan serves to save and preserve the identities of Mansfield and Lock Haven, it will lead to a divided faculty, students, and staff. An administration that actually gets to know it's students rather than making decisions for all, on the basis of money, is a poor way to show the value this administration is claiming about this consolidation plan. This plan is poorly organized and lacks support from the students and faculty of each of the universities. After the forced online modality caused by COVID-19 I definitely do not wish to take anymore of my degree in an online format and this decision should not be in the hands of people who are not actively in the classroom earning their degrees.	
5/13/2021	West Plan	Alumni/Donor		sad to see this happen	
5/14/2021	West Plan	Faculty		While system redesign in some ways is necessary, this fails to recognize several areas: Pennsylvania has the 3rd highest paid legislature in the US, and ranks 46th in educational funding. Our legislature does not want to fund us and we have no one to advocate for this. This lack of advocacy and drive has been ongoing and sustained on purpose. The Chancellor should be doing this! Additionally, the Chancellor nor the Board of Governors have any plan to reduce and/ or forgive the debt of the universities involved. Integration with debt, does nothing to alleviate the debt and the economic burden on the universities. In fact, this integration is simply forcing a more solvent university to take on the debt of 2 universities that must take out loans to make payroll. Additionally, the Chancellor and the Board failed miserably do conduct an economic impact prior to pushing for this integration. Now, integration will negatively impact my community. In fact, with the exception of 2 counties, the poverty rate is 10% or over and the resulting job loss will just contribute to this more as this plan has no retraining and reemployment opportunities built into it. These are high quality public sector jobs that contribute much to our local economies. Moreover, this plan will adversely impact women, who are often the sole breadwinners in their family as we represent the largest number of employees at these universities. This plan is making integration off the backs of faculty and staff while maintaining senior administrative positions that cost and are not value added. This proposed integration claims to be student forward; however, it cuts faculty and increases the burden on those who are left to pick up the pieces. The Chancellor and the Board of Governors want us to believe that the PASSHE system is committed to providing high quality education for our students, but the reality is far different. One cannot prepare the people of Pennsylvania for the education and economy of the coming decades when one is trying to drive us into poverty with this integration design. This plan's priority is not about education. It never has been, and shame on the people who decide that integration must occur, because they have forgotten Pennsylvania's role in developing education that is essential to the development of individual conscience and enlightened citizenship.	
5/14/2021	Northeast Plan	Faculty,Alumni/Donor		Consolidation will not make any significant difference in resolving systemic financial deficits. Consolidation will only aggregate the financial deficits of three failing universities. Increasing enrollment helps but it will not solve the problem either. No university in the last thousand years has been able to balance the budget strictly on student tuition. Consolidation publicity in the newspapers is not positive. Prospective students and their families will be reluctant to enroll making the enrollment problem and resulting financial problem even worse. If the state is unwilling to increase financial support and if enrollments fail to increase, then the universities and/or the state system will have to develop additional sources of revenue such as new business, or the sale of products on a national/international market.	
5/15/2021	Northeast Plan	Faculty,Alumni/Donor		There is zero reason for faculty to not be in the classroom. It's criminal what they've been not just allowed but encouraged to do the last 15 months all to help throw an election for a payoff. Most students needs to be in a classroom and should have that choice. Public schools should NEVER be allowed to withdraw that option again. These college kids worked through this whole thing. Their teachers didn't? No.	
5/15/2021	Northeast Plan	Other (please specify)	Parent	I have not read the details of the plan, but my kids are going to be going to college in the next few years I would like them to have more options and not go through these consolidation plans. Please do not do this and ask the state government to fund these universities more and look at what new york state is doing with the Excelsior Scholarship last fall at SUNY and CUNY. This would help increase enrollment. We do need to reduce Administrative costs but not reduce the in person education offerings.	
5/16/2021	Northeast Plan	Student		As a Mansfield University student, I do not wish for Pres. Hanna from Bloomsburg to represent my university. I don't think someone who mismanaged a pandemic response and sexual harassment allegations is the person to be in charge of these three schools. Some Mansfield University students were on campus the whole year with some in person classes. In this pivotal moment with integration and rebranding, Hanna is a terrible choice for President and I would be ashamed to have him be my new President.	
5/16/2021	Northeast Plan	Staff		You of speak of transparency. That is a joke. This whole process was planned out and predetermined even before you began having public meetings. You use the pandemic as an excuse to reach your goals. You have been looking for a way to cut staff benefits such as retirement and health care for years. Faculty is being asked to sacrifice very little. Administrators are getting raises of tens of thousands of dollars. This is hypocritical and disgusting. You say...well, their duties have expanded. What the hell do you think is happening with staff? Our work load is increasing each time you furlough a co worker.....no raises here. Once again the big people win on the backs of the lower level workers. Sickening.	
5/16/2021	Northeast Plan	Other (please specify)	Resident of a university town	1) Integration only makes sense if you are able to reduce cost of education for students. Otherwise it is a total waste of time and effort. 2) Stop overusing vague terms such as student "success" and "access". Success primarily depends on students' ability/motivation/hard work; faculty or a university cannot do the "work" for the students. Don't oversell what PASSHE or a university can do! 3) Not all faculty should get "same" pay (for a given rank). It is opposite to what happens in the real world. Create three tiers: overperformer/average performer/underperformer. Also, someone teaching four sections of SOCIOLOGY-101 semester after semester doesn't need to get paid the same as the one teaching multiple higher level Physics or Computer Science courses. 4) Give priority to programs that support PA industry needs directly. We can use only so many Marketing graduates. 5) Don't let arts/humanities/social science folks control the general education requirement; they will use gen-ed as a job security tool. 6) Hire administrators with some non-academic experience. Hiring a bunch of doctorates with not a single day of real world experience is going to ruin universities for all of us. 7) Smaller programs existing in ALL three campuses should be integrated into a single program/department. This implies the need to get rid of excess faculty, but how do you plan to do it? 8) Good luck to you all!	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/17/2021	Both	Senate Dem Policy Hearing		A number of legislators raised the question of impact and result if we delayed the decision to integrate the universities	
5/17/2021	Both	Senate Dem Policy Hearing		Include data from the NE and W student surveys in the final report	
5/17/2021	Both	Senate Dem Policy Hearing		Update CPPs with changes since April - BOG tuition decision and federal dollars with impacts	
5/17/2021	West Plan	Other (please specify)	Community Member and Donor	<p>I am very disappointed to see Clarion University included in the merger plan. I realize like many of the schools in the State system Clarion has struggled over the last 10 years or so. However, with the work of the new University President, Dr. Pehrsson things have really turned around. The campus is beautiful. New addition of the greatly improved Tippin Gymnasium is amazing. Enrollment has improved and will continue to do so under her excellent leadership. The future was looking very bright at Clarion.</p> <p>My personal feeling is the the merger will ruin Clarion University. I think enrollment will really decline at the Clarion campus. Why would any student want to enroll in one of these merged universities? The future will be in so much doubt. Will Clarion even survive this merger?</p> <p>I am not a graduate of Clarion but have been a booster for over 40 years. Currently, my wife and I have endowed a wrestling scholarship at Clarion. To be honest we have not invested any more money into it until the details of the merger are released. In my opinion, Clarion Wrestling will probably be forced to give up their Division I status after the merger. A very sad day indeed. The history of the storied wrestling program has been amazing. Thousands of student athletes have enrolled at Clarion just to be involved with this Division I wrestling program.</p> <p>There has to be a better way to keep Clarion University alive for the next several decades. Thanks for giving me a chance to vent. I look forward to viewing the details of the plan when released in July.</p>	
5/17/2021	Northeast Plan	Staff		<p>As staff at one of these institutions I have grave concerns that there will be more administrative layers added while cutting faculty and staff positions. I already see issues - a co-worker recently resigned. She had HR questions and submitted her questions through HR Connect. The reply was a generic copy of a policy book that did not answer the questions and her ticket was closed. She finally was able to talk to several people and was given conflicting information then referred to the Dean.</p> <p>My role with students is more complex than the other 2 universities. Our department has invested a lot of money into equipment for student training/education. I worry there has been no discussion or plan on how to bring all 3 up to the same level. The other option would be to cut the program at my facility which would be detrimental to the students.</p> <p>Seeing how many departments are now being integrated, I believe this is a done deal no matter what the input is from the public or employees. I understand there are 500 subcommittees meeting, however very little is shared or information is conflicting. I would suggest moving forward with the relatively short time frame - vote July 15th, implement March 2022 - there should be opportunity for all employees of each school/ department - faculty & staff - to meet to discuss how this will impact each university and how to make it an equitable change for students, faculty & staff.</p>	Gail Jasman MSN
5/19/2021	Both	Board member discussion		Leadership structure and appointment – role and pay of campus executive and others working on cross institutional basis; probably expand the org chart OR expand on the org chart in ways that define the leadership structure we are moving to	
5/17/2021	Northeast Plan	Alumni/Donor		I am perplexed by the lack of support from the State for the PASSHE system. A consolidation of schools is not the answer, but a realization by the State, that it supplies nearly the bottom amount to higher education than other states is. Our education system in this country is the most important investment that can be made. This drives our society to achieve greater goals and perpetuate this country as the greatest in the world. Do whatever is necessary to bring the State to the realization that there is no higher priority than educating our children. Thank you.	
5/17/2021	Northeast Plan	Faculty,Other (please specify)	community resident	<p>This comment is with specific reference to Lock Haven University. I suspect a similar concern could be expressed about all but one or two of the other five consolidating institutions. The consolidation, coupled with the scale of personnel cuts that will accompany it, threaten the long-term existence of LHU as a residential campus.</p> <p>The chancellor has directed LHU to reduce its faculty by 25-30%. By 2022 this means reducing about 43 more facultyâ€™s the precise number being whatever is necessary to reach LHUâ€™s peak historical student-to-faculty ratio of 2010. The vast majority of the cuts will be through involuntary retrenchment. LHU has already been steadily reducing faculty over the last decadeâ€™ only a fraction of faculty who retired have been replaced over that time. Most of the faculty members to be terminated are in the middle of their careers, with a substantial record of service to LHU students.</p> <p>The chancellor says these cuts are necessary and not tied to the coming consolidation of universities. But we will experience the cuts and the consolidation together. What does this mean for the future of LHU as a residential institution?</p> <p>Students here in town who cannot leave our area to attend college may be willing and able to take remote courses offered by Bloomsburg- or Mansfield-based faculty. For those students, expanding the Systemâ€™s remote learning capabilities does have the potential to increase higher education opportunities.</p> <p>It is not consolidation that would produce this outcome, but an investment in the capacity to deliver courses and curricula in multiple formats. Such an investment is not detailed in this plan. To consider the impact of consolidation on students who can go elsewhere besides LHU--whether they are from our local community or drawn from other parts of the state--it is crucial to know how many academic majors the New University be able to deliver fully or even mostly in-person with such a sharply reduced faculty on the LHU campus. Will students come to the LHU campus for majors that will be mostly online? For those seeking an on-campus experience and a given major, why not go to the school that has the courses in-person? If fewer in-person students come to LHU, will we have to reduce the New Universityâ€™s physical presence in Lock Haven even further?</p> <p>It is because it draws students from elsewhere that LHU can be here for local students and the community. Consolidation threatens that. It may be the start of a spiral the end of which we cannot predict.</p> <p>Consolidation will mostly replace things we do on campus with remote and hybrid courses and services. That does not increase opportunity. We can add opportunity by using distance technologies and other means to expand the reach of LHU and other System schools to more places and more familiesâ€™ both in our area and in other parts of the state that are underserved. Consolidation is at best a distraction from that work.</p>	Stanley Berard

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/17/2021	Northeast Plan	Alumni/Donor		I think removing the Recreation Management department through the merging of state education systems is very shortsighted, especially after seeing the need our parks systems; not only state level, but regional, county and locally, provided during the pandemic. DCNR and other state agencies are working together and making strides at working with local and county recreation departments to help address access and connectivity with their local parks. Taking away the education for individuals to learn and experience what is needed to continue leading local park efforts is taking out the most important link to creating healthy and active communities. All the park and recreation directors and programmers across the state are the most important individuals to look out of underserved populations in our communities. They are the positions in local government that hold up the community through healthy programs, youth and elderly care, food distribution, employment and many other valuable services. By not giving the option for individuals to be trained in these various areas we are depriving our communities of well trained and knowledgeable individuals. Not to mention there are various other professions in the tourism industry and entrepreneur opportunities that would be lost if we discontinued educating individuals on conserving and protecting the recreational assets we have all come to love and appreciate during the pandemic and our daily lives. This will be a grave mistake for our state! A significant steps backwards for recreation opportunities, conservation and awareness for every Pennsylvanian.	
5/18/2021	Northeast Plan	Other (please specify)	Voter	These plans do nothing to address the real underlying issues plaguing our state schools: a state legislature that is willing to allow Pennsylvania to fall behind because of its unwillingness to invest in the future of its young people. Approve these plans fine. But more vitally recognize the moral imperative to not disadvantage our young citizens by refusing to fund public education. We are embarrassing as a state if we do not rise to meet the needs of our future leaders. Increase public funding of the PASSHE schools! Do not let Pennsylvania become an educational joke. Support students by investing in affordable and strong public education.	
5/18/2021	Northeast Plan	Staff		Once the three universities are merged into one university, does that then allow PASSHE to close the other now "branch campuses" of the main university? Is this a way to bypass the legislative process to close a current university?	
5/18/2021	Northeast Plan	Staff		Is there a place where the public can see the comments that come in on these forms for the comment period?	
5/18/2021	Northeast Plan	Faculty		I would ask that this plan PLEASE be slowed down and a more detailed plan first put into place. I also BEG that you stop the retrenchment process that will ruin so many lives and prevent so many students from getting the quality education they deserve. Getting back to faculty/student ratios from 11 years ago when the state system had more students than at any time in its history is not realistic and should not be a goal. This is NOT the time to enact such cataclysmic change. I feel that the Covid pandemic is being exploited. We should be working HARD to get adequate state appropriations and looking forward to how new federal guidelines (particularly with how to pay for college) might affect the number of students we can attract to the state schools. Please review the carefully researched materials that Lock Haven University professor Mark Cloud has prepared to answer most of the Chancellor's points about integration. Please. This is devastating. I am begging you to stop or at least slow down the integration and "realignment" the chancellor is getting ready to put into action. PA state students deserve better. And by the way, I graduated from a PA state school (for all of my degrees) and am still paying on those loans. I did everything right, everything people say they want to see in our PA state students. But now that I'm an employee rather than a student, the system seems to think of me as collateral easily disposed of. I will have no future if I am retrenched. I will never find another teaching job at my age. My young child's life (I waited till I was 40 to have him because I put my work at my university first) will be uncertain at best. I AM a PA state student whose life will be destroyed by this poorly envisioned plan. Please help those of us who have dedicated our lives to the PA state system and who want to dedicate the rest of our professional lives to students in the commonwealth.	
5/18/2021	Northeast Plan	Staff		One of the biggest areas of concern for me is transportation for students between campuses should they want to take advantage of the "opportunities" they are being described. We serve low income students, many who come from urban communities where cars are not a necessity so they arrive at rural campuses with no transportation options besides begging a classmate for a ride. I would like to see as a part of the proposal, contracting with one of the area local bus companies to provide shuttle services on a regular daily basis between campuses for classes or extracurriculars.	Emmy Borst
5/18/2021	Northeast Plan	Alumni/Donor		hguiuyvv iuhoiib ooiunuj	
5/18/2021	Northeast Plan	Staff		I am an IT staff member at one of the integrating universities in the east. Considering the current time lags with regulatory decisions such as Middle States and Federal financial aid and the delays with building a complete academic course catalog, I believe we are now past the point of converting our systems to meet a Fall 2022 date. Procurement delays have also already delayed selection of a vendor for a new CRM system. To enroll students for the fall of 22, this process has to start with recruitment and admissions in the Fall of 2021. This leaves barely 2 months after the final BOG vote to have systems ready. I support integration, but a start date of Fall or Summer of 2023 would be a reasonable target. Pushing forward with Fall of 2022 guarantees failure and will only hurt the reputation of all of the universities involved as well as hurt enrollment as well.	
5/19/2021	Northeast Plan	Staff		Listening to the PA Senate Democratic Policy Committee public hearing on 5/17/21 there were many comments on what the western group is doing with the public interaction and the inclusion of the university council of trustees. Where is the information from the Northeast information? The Bloomsburg Chair of their trustees did not seem to support the integration at the public comment at the board of governors meeting. What is happening in the Northeast section? It seems to be a major lack of communication and coordination in the planning.	
5/19/2021	Northeast Plan	Staff		Why does the state continue to fund the state affiliated universities who are competing with PASSHE? Transfer those funds to PASSHE of provide the additional monies that they are giving to the affiliates.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/19/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Dean Emerita	<p>Thank you to the Chancellor and Board of Governors for allowing the public to submit comments on the proposed consolidation plan. I am a graduate of both Bloomsburg and Kutztown and have worked at Millersville, Shippensburg, and Lock Haven. I mention this for the following reasons:</p> <ol style="list-style-type: none"> 1.To affirm my devotion and gratitude to Pennsylvania's state universities. 2.To substantiate my knowledge of the workings of the eastern state universities. 3.To acknowledge any biases that I might possess. <p>The Chancellor has told the public that consolidation is necessary because enrollments at the northeastern PASSHE universities are falling and are therefore unsustainable. Yes, enrollments have fallen slightly since the millennials attended college in the early 2010s. But current enrollments at Bloomsburg and Lock Haven are still comparable with enrollments in the early 2000s. A computer search of enrollments at the northeastern PASSHE universities during 2020-2021 " in the midst of a pandemic " revealed the following:</p> <ul style="list-style-type: none"> •Bloomsburg University enrolls 8,689 students. •Lock Haven enrolls 4,607 students. •Mansfield enrolls 1,637 students. <p>Bloomsburg is currently the fourth largest university in the state system after West Chester, Slippery Rock, and Indiana. West Chester and Slippery Rock attract students from our two largest cities, Philadelphia and Pittsburgh; while Indiana has been permitted to grant doctoral degrees for decades longer than the other universities in the system. Bloomsburg's administration and faculty should be commended for this achievement.</p> <p>In 2012-13, under the leadership of President Michael Fiorentino, Lock Haven embarked on an enrollment management study that lasted over the course of several years, and included input from a wide array of constituencies. The committee that oversaw this research concluded that Lock Haven could sustainably support 4,700 students. (At its peak, Lock Haven enrolled 5,100.) Its current enrollment is approximately 300 students away from that goal. After President Fiorentino adopted that recommendation, the university embarked on smarter recruitment practices and reduced capacity by demolishing underutilized physical plant. Why not allow Lock Haven to continue the work it started in 2015-16 when the plan was adopted? The threat of consolidation is hurting and not helping recruitment. Is Lock Haven to be punished for making prudent choices?</p> <p>The public has been led to believe that the northeastern universities are unsustainable at their present size. But comparisons with other northeastern colleges and universities belie that assertion. Bucknell University, for example, enrolls 4,200 students. Susquehanna University and Lycoming College enroll 2,310 and 1,140 students, respectively. These private institutions receive no direct state aid, as the PASSHE schools do. Yet they seem to be thriving. State-related institutions in the northeast region show a similar pattern. Penn State/Scranton enrolls 1,400 students, and Penn State/Hazleton enrolls 1,000. They do receive state aid, but have many other sources of revenue, too.</p> <p>If the problem with PASSHE is enrollment, then close Mansfield and Cheyney. Cheyney, with 618 students, is hardly sustainable. With such low enrollments neither Mansfield nor Cheyney are having much of an economic multiplier effect on their local communities. There is a precedent for closing state owned educational institutions. Governor Ed Rendell closed Scotland School for Veterans Children during his time in office. The Milton Hershey School took their students and local Adams and Franklin County school districts hired the Scotland teachers. Surely Mansfield and Cheyney faculty and students, if they desired, could be hired and enrolled in other PASSHE universities. And the money saved from closing two universities could be used to offset deficits or strengthen programs at the other twelve schools. Respectfully submitted, Susan Rimby, Ph.D.</p>	Susan Rimby
5/19/2021	Northeast Plan	Faculty		I don't understand why the universities who are struggling to succeed are not addressed individually. When paired with a succeeding university, successful programs are being asked to compromise and/or lower a standard of education to meet that of an under-performing PASSHE school. This then reduces the integrity of the entire system. The success of a top performing school in the PASSHE system should be celebrated and recreated for the sustainability of the public higher education in PA. The abolishment of higher ed in PA will be a downfall to the economy in this already non-progressive commonwealth.	
5/19/2021	Northeast Plan	Alumni/Donor		I am one of many alumni who is strongly against these integration plans. As someone who would love to be proud of my former college, this move would prevent me from ever being passionate again about the place I once called home. As an alumnus, I can never see myself donating to my former university in the future.	
5/19/2021	Northeast Plan	Student,Alumni/Donor		Please DO NOT consolidate! I am a past student and alumnus of Lock Haven University. I have worked on campus my entire collegiate career and stay very involved after graduating.	Landon Allen
5/19/2021	Northeast Plan	Alumni/Donor		How can you combine schools and have the same President at multiple schools? This will only create a greater divide among the students. As well, many believe it will increase the cost of education at all institutions. Numbers are already low, this is not going to help that. Lastly, "specializing" schools is only going to further drive students away. LHU was known as a teaching school for so long, to completely dissolve this critical program and give it solely to Bloomsburg is ridiculous. No one is happy about this, please stop trying to make these changes happen before it is too late.	
5/19/2021	Northeast Plan	Other (please specify)	parent	this is stupid just close the all the u	
5/19/2021	Northeast Plan	Alumni/Donor		I think this is just some big joke, it's bad enough when "all hired a bully and sexual harasser as the university president(which truly sickened me to the core by the way) but to now integrate universities together, while also firing members of the faculty that have been with the university for Years! Do you have any idea how frustrating it is when you have to explain to everyone that I used to go to Lock Haven University but it doesn't really exist anymore? How are the students and alumni supposed to trust a man that has sexual harassed multiple people and a man who bullied people based on their gender? You are asking us to trust this man, and you also talk about Lock Haven University (or whatever it ends up being) should be a safe place. You are asking us to support and trust an abuser.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/20/2021	Northeast Plan	Other (please specify)	taxpayer, grandmother of LHU student	<p>After reading the editorial in the press Enterprise I was compelled to write my feeling on this merger. These 3 schools have survived for many years on their own. My grandson is a student at LHU and is thrilled to be there although he lives much closer to Bloomsburg. To say that students don't want resident education is absurd. How does one grow up, learn, be responsible etc. without living on your own? Non resident education is perfect for some students ie married or unable to afford resident hall room and board but what about students who yearn to get out on their own? If my grandson's program is cut at LHU (Athletic Training) he will definitely transfer to a private university. He was accepted at 7 schools and chose LHU because of the instructors and the excellent program that was offered.</p> <p>What happens if the NCAA doesn't approve keeping all 3 schools separate? This will lead to a rapid decline in enrollment in all schools. No one will want to enroll in a university without some kind of athletic program and needless to say this is how many students get their education. Mansfield and LHU will quickly dissolve.</p> <p>Asking students to travel between universities is asking for safety issues. Car accidents, gas expense and travel all add expenses to our students budgets.</p> <p>Finally, cutting staff will cause a loss of revenue for all involved in PA.</p> <p>This is a terrible decision....think about it long and hard. Do what is best for the students.</p>	Ellen Ryan
5/20/2021	Northeast Plan	Alumni/Donor		<p>You cannot go forward with a plan until you know the decision by the ncaa regarding sports teams. If you do and the ncaa does not permit schools to maintain all their independent teams. You will see schools eliminated due to lack of enrollment. If it's really about student success in pa then wait until all the answers are in the make the best decision.</p> <p>I agree there needs to be changes to the system since the pa government shirked their responsibility for many years and has stopped funding them at a reasonable level (one of the worst in the nation). But not in agreement with a quick decision without all the answers. Doing so shows another example of government decisions without having all the facts. This has proven in the past to cause more harm than good.</p>	Brendan
5/20/2021	Northeast Plan	Faculty		<p>Our communities are very rural. Students come to local universities to have a "college experience". The consolidation, as it currently stands, would require students to take a large number of upper-level courses online. Students are not coming to college to sit in a dorm room and take classes virtually. They want to interact with their peers and have experiences on campus. Our schools are close to Penn State University. Why would a local student choose to come to one of our campuses and take most classes online in isolation when the same student could go down the road to Penn State and have a fully face-to-face experience? It makes sense to combine administration and leadership to save money. But to reduce the offerings on each campus and state that the offerings are greater across the 3 is going to significantly hurt enrollment as well as local economies. The consolidation needs to be more purposely thought out to ensure that it is in the best interest of the student body.</p>	
5/20/2021	Northeast Plan	Student		<p>I would like to not get rid of the Recreation Department at Lock Haven University, it is currently my major and it has great staff and an education system. It is a fantastic major and cutting this department will put future students out of a major that relates to not only the outdoors but working with individuals in the outdoors, therapeutic, sports and many more. It is a uncalled for cut and should not happen. This will cause less students to want to come to lock haven because it is one of the cheaper colleges that offers that degree and taking that away would be STUPID. Don't do it!</p>	
5/20/2021	Northeast Plan	Other (please specify)	relative	<p>My family is from Bradford County. I have family members who are alums of PSU; I was accepted into PSU-UP (but enrolled elsewhere). Fate and the military brought me to the Midwest, but I care about the area and value the importance of education. I appreciate what you are trying to do facing serious multiple challenges. I read an editorial in the Bradford PA newspaper, and I agree with its premise that the consolidation is an important first step. But that the solution must be broader. It must be a conversation held by PASSHE, the PSU Commonwealth system, along with Pitt, Temple, and the community colleges to design a 21st century higher education system for Pennsylvania and not just a clunky 19th, 20th, and 21st century "hodgepodge". If that larger conversation is not held, I fear that the proposed consolidation will only postpone a collapse. Wishing you wisdom and courage in designing a 21st century educational system for the state of Pennsylvania!</p>	Joel McNeil
5/20/2021	Northeast Plan	Faculty,Alumni/Donor		<p>This is a terrible idea, with far few details, and little consideration for how devastating it will be for students, employees, local communities, and the state in general.</p>	
5/20/2021	Northeast Plan	Student		<p>The restructuring proposed for the PASSHE system will have a devastating impact on the economy of many counties and will undermine educational opportunity and the economic future of our state. It is not something that is a necessary response to demographic change. It is, rather, a desperate response to decades of declining investment in higher education that has given us among the highest cost higher education in the country and left our state far less educated than it should be. Our failures to fund higher education suggest that the restructuring plan we need is one in which the state commits substantial new funds to making higher education affordable again.</p>	Ricardo Almodovar
5/20/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Bloomsburg Community Member	<p>This is a short sighted race to the bottom without much gain. We should be talking about a way to expand our educational programs. This will have a devastating impact on our community. We should be putting efforts into a fully funded state higher education system.</p>	Dwayne Heisler
5/20/2021	Northeast Plan	Student		<p>Do not get rid of Recreational Department at Lock Haven. It is good major with great staff and students. It is the one of the three colleges to offer that specific major. The other colleges have different focus points and mainly in park and recreation. Lock haven offers a more exploratory recreation major and it does not limit your learning experience. Students continue to join the major and it would be unprofessional to cut the major. KEEP RECREATION DEPARTMENT AT LHU!!!!</p>	
5/20/2021	Northeast Plan	Faculty		<p>The Plan from the start has been to restructure but the chancellor and associates have decided to plunge ahead wrecklessly. This has been very disruptive. It is unclear as to whether this is being done to reduce costs in order to make the system more 'efficient,' or because it is the expedient thing to do. I think the issue is more political. Pennsylvania has one of the largest legislatures in the country. Can the system be ran more efficiently if the legislature would reduce its size rather tha to target education? Of course, this will never happen because they are well compensated and receive many perks. Other states have a solid state university system, but PA ranks very low in financial appropriations for higher education. The process from the start has been very questionable and there are many unkwns, but the chancellor has decided to proceed even though the overwhelming majority of faculty and students oppose the plan. The damage has been done and the students we serve are the ones that are being shortchanged. It is sad to see some excellent teachers being shown the door. the damage is irreparable.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/20/2021	Northeast Plan	Faculty,Alumni/Donor ,Policy/Governance (e.g., Board of Governors, legislature, trustees)		I was just wondering what relationship Daniel Greenstein had with Jeff Epstein while at the Gate Foundation seeing as he was in charge of postsecondary success strategy and if he had any recommendations on strategies or has worked with the Jeffrey Epstein VI Foundation?	
5/21/2021	Northeast Plan	Other (please specify)	Student Minority Retention Committee, Lock Haven University	<p>Minority Retention Committee Response to Northeast Proposed Implementation Plan Report April 23, 2021 Chair: Dr. Stephen Gitonga Members: Dr. Ramona Broomer, Dr. Rachel Epstein, Dr. Rick Schulze, Dr. Jennifer Taylor</p> <p>I.Forums must be created for underrepresented students to interact with minority faculty. * The integration plan states an intent to "increase compositional diversity of underrepresented minority faculty and staff," yet minority faculty are disproportionately represented among the LHU faculty targeted for retrenchment. II. A Diversity Statement must be crafted and published, delineating the parameters of speech and behavior on campus, and addressing academic freedom, harassment, and hate speech. * The integration plan states an intent to "establish (or adjust as necessary) policies and procedures to ensure the entire community has an equitable university experience," but the implications of the word "equitable" here is not clear, and there is no detail as to the policies that will be established or adjusted. III. There must be assurance that an LHU-specific body and budget will exist for addressing discrimination, bias, student inclusion, and diversity in curricula and programming: e.g., Commission on Race and Ethnicity. *The integration plan cites a need for "consistent DEI services on each campus" and "appropriate resources" for the "campus community," but no detail is provided on these services and resources. IV. A Multicultural Resource Center must be established, providing a physical location in which marginalized students can gather and access resources. *The integration plan cites a need for "consistent DEI services on each campus" and "appropriate resources" for the "campus community," but no detail is provided on these services and resources. V. Curricula must be infused with works, contributions, and accomplishments by people of color: * It is a prerogative to initiate faculty training by outside experts on diversifying curricula. Diverse representation in curricula is not addressed in the integration plan. VI. Policies that impact student persistence must be amended, e.g., financial-aid-based obstacles to withdrawal and registration that impact student persistence. * The integration plan states an intent to "establish (or adjust as necessary) policies and procedures to ensure the entire community has an equitable university experience," but the implications of the word "equitable" here is not clear, and there is no detail as to the policies that will be established or adjusted. VII. Enrollment of students in STEM courses must be examined, and any resulting proportional disparities in representation addressed. * The integration plan addresses the crisis in minority student persistence by proposing "flexible academic offerings, schedules and mini-courses targeted to specific career experiences (e.g., military, other)," presuming that underrepresented students will be better served by alternative, career-based programs. The reasons for low enrollment in STEM courses should be investigated, and there should be steps taken to make these programs more inclusive.</p>	Dr. Jennifer Taylor, on behalf of the Student Minority Retention Committee, Lock Haven University
5/21/2021	Northeast Plan	Alumni/Donor		I was a late college student. I didn't go away to college until I was 25 years old. Not knowing what I wanted to major in was tough for me and not know I had an anxiety disorder made it even tougher. After realizing I could work in recreation full time I knew it was a perfect fit for me. Even with schools being closer to where I lived in NJ I knew Lock Haven University was the best fit for me for a variety of reasons. The small class sizes and attentive teachers helped this older college student reach her dreams. To have graduated with a Bachelor of Science in Recreation Management was something I never thought I could accomplish! They not only changed my life, but career path. I love everything I do working at the Somerset County Park Commission in NJ as a Therapeutic Recreation Program Coordinator. It shows me this is where I belong and would not be here today with the guidance of the professors and program offered to me. I would hope you would consider how valuable this program is to the community and keep it intact for the students to come who may be older and need a chance like myself!	Lisa Kazman
5/21/2021	Northeast Plan	Faculty,Alumni/Donor		The integration will annihilate the local community.	
5/21/2021	Northeast Plan	Staff,Alumni/Donor		The integration had the potential to be a very good thing. Many of us were excited for the opportunity to combine resources and come together for the betterment of students. Unfortunately, the leaders at the top failed to create a framework at the very beginning from which the new entity would be built. Rather, groups and committees, in the name of shared governance, were tasked with making recommendations. How in the world can recommendations and decisions be made without a set framework from which to work? The groups and committees floundered...how do they make recommendations when there was no framework? Every question asked was met with, "we don't know yet." Dan, Cindy, the BoGs, Bashar, SOMEONE needed to step in at the beginning to create a framework and make key, overarching decisions that would allow the committees to actually do productive work. Rather, we now have a huge mess on our hands with few decisions made and a whole lot of uncertainty and lack of faith in the integration. When you try to build a plane while flying it, expect a rapid descent and prepare for a crash landing. Very disappointed.	
5/22/2021	Northeast Plan	Faculty		While I can understand the need for the PASSHE system to be fiscally responsible, I believe this "integration process" has been rushed by administration. Not enough consideration has been given to the effect this is going to have on the students. Faculty are also being asked to retire early without consideration to the amount of time they have invested in their students, or how this will affect their families. Additionally, the fact that this has been hurriedly pushed through will undoubtedly affect the quality of their education.	
5/22/2021	Northeast Plan	Alumni/Donor		Please do not get rid of Lock Haven's Recreation Mgmt program. I received my recreation/fitness mgmt degree from the Haven in '94 and went on to get my MS in Therapeutic Recreation from University of N Texas. Lock Haven did not have a TR program at that time. I currently work in the Allentown, PA area and there may be 1 TR program within an hour drive. Cutting this program would just make it harder to provide QUALITY recreation programming within our own communities as they are few and far between for something so invaluable to a person's overall well being. There's a method to the madness that true recreation professionals from all scope truly understand that "regular" people do not. Please keep this program!!	Nadine Sevrain

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/23/2021	Northeast Plan	Other (please specify)	Retired faculty and alumnus of East Stroudsburg	Consolidation of campuses that are hours apart seems to be a ridiculous plan. Are you expecting students and faculty to travel back and forth to attend classes at the various campuses? Go back to the original structure of the state system whereby certain campuses offered excellent programs in one or two areas. Take 2 or 3 campuses and let them offer medical training in nursing, physical therapy, radiology, etc. over the years the individual campuses have tried to be everything to everyone. It is time to make the campuses specialized in one or more areas.	
5/23/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Community member	<p>Chancellor Greenstein, Do you honestly think people believe you are truly concerned about equity? As a black person and a friend of a retrenched faculty member at Cheyney, please read what he has written: "Since 1853, the former Institute for Colored Youth had either a reading room or library. The Quaker Board and the early leaders of the educational institution understood the value of a library. Libraries open the doors to new ideas, new thoughts, new information needs as well as to learning how any given discipline grows and evolves its theories and guiding principles. Change is ever present and constant in all aspects of human endeavor; the library provides a means to locate vetted information and to fact check what is reported by various outlets.</p> <p>For myself, it is sad to observe that the university I joined 23.5 years ago seems worse off than it did when I arrived: fewer faculty, fewer majors, fewer students and no sports or student newspaper or broadcast station.</p> <p>Throughout the state, there may be those who believe it is good to have fewer faculty, that working-class students, marginalized students or all of the students who choose System universities do not need the full resources of a library or the full extracurricular programs that add to the college experience.</p> <p>For me, as I have told others, retrenchment is an indication of managers not being able to manage well, to plan well, to live up to the college experience purported to be present at an educational institution or to recruit with integrity. So I hope that all of us who are being retrenched and have been retrenched will understand any ensuing damage comes from managerial decisions. This and any retrenchment is more a result of lack of interest in and poor stewardship by those selected to manage the universities of Pennsylvania's State System of Higher Education."</p> <p>Whether it's intentional or not, I'm disappointed to see you perpetuating the very systemic racism that you claim you are against.</p>	
5/23/2021	Northeast Plan	Alumni/Donor,Other (please specify)	community member	<p>Chancellor Greenstein, While you have only recently stated that the current faculty retrenchments are related to a sustainability plan and not to the integration plan, may I remind you that retrenchments were indeed not a part of the original 5-year plan. Therefore, there is an absolute and direct correlation between the sudden and unnecessary current retrenchments.</p> <p>So, in addition to the comments I just submitted about my retrenched friend at Cheyney, I will also point out another problem that you may not have noticed, but one which I, and many other POC, will.</p> <p>Another friend, the Director of Jazz at Lock Haven University, Dr. Eddie Severn, is retrenched as of June 4. I presume you are aware that jazz is considered America's only true art form, and is also considered one of the greatest contributions African Americans have made to American culture. Undercurrents of racism were at the root of the opposition to jazz, a genre which at the time was considered 'barbaric and immoral'. During the Harlem Renaissance, the hatred of jazz disguised a hatred of African Americans.</p> <p>Do you understand my point?</p> <p>By retrenching the one faculty member who is a champion of this art form and by far the greatest expert in the field within the entire PASSHE system (feel free to research Dr. Severn's background), you are sending a clear message: that while you allegedly support equity, diversity and inclusion, you are in fact dismissing African Americans by eliminating access all students at Lock Haven are given to this most important element of American culture.</p> <p>Not a good look, is it?</p> <p>I request you reconsider the retrenchments before the public becomes aware of your actions.</p>	
5/23/2021	Northeast Plan	Student,Other (please specify)	high school student	<p>I really wanted to go to Bloomsburg after I graduate next year but I've heard from so many people that this whole Redesign is an uncertain mess. People have told me that programs are getting cut at all the universities that are part of the integration, yet somehow that will lead to more opportunities. How does that even work?</p> <p>On top of that, I can't find any information about how many classes will be online and/or if I'll have to commute over an hour several times/week if I need classes that aren't on my own campus. I don't like online classes. I also don't have a car so I don't know how I could get to a different campus.</p> <p>I don't think I'll go to a PASSHE school, and I'm really sad because I've been wanting to go to Bloom since I was in middle school.</p>	Betisha Jackson
5/24/2021	Northeast Plan	Faculty		I'm not clear on the benefits of these integration plans. They seem to invite as many questions and concerns as they answer, and I find that very troubling. For example, there is uncertainty about the financial impact integration will have on the system, and lack of clarity by the Chancellor on this issue. Also, there are many questions about the details of integration: how the individual universities will retain some elements of their identity yet effectively be one institution, and how teaching and learning will reorganize under these new parameters - much to the detriment of our students. I also feel the process is being rushed.	
5/24/2021	Northeast Plan	Faculty,Alumni/Donor		The integration plan is too rushed. There were not enough stakeholders consulted on the integration, with some parents whom I know personally, completely in the dark about the merger. One parent said he was not sure if he wanted his son, who is a first-year student, to continue at Clarion once the integration is completed. I am not sure how a decision which will impact an entire region in western PA occurs without businesses even understanding how the merger will impact them. Why don't we pause for a moment and include more stakeholders such as parents, students, business owners, administrators, staff, faculty, etc. and come to a better conclusion? The outcome is too important to rush through this process.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/25/2021	Northeast Plan	Faculty,Other (please specify)	Foundation donor	I strongly oppose the PASSHE System redesign. The facts show that, contrary to the message being distributed by the Chancellor's office, the plan will not save the system money and will actually economically harm local communities where PASSHE system schools slated for merge are located. This is a poor example of advocacy and leadership on the part of the Chancellor.	
5/25/2021	Northeast Plan	Alumni/Donor,Other (please specify)	Faculty Emeritus	<p>STATE SUPPORT: PASSHE ranks around 47th out of 50 States for public (funding) support and this is the root of the problem. At one point in time, operating expenses were covered above 60% and now it is approximately 25%. Over decades, Universities have been asked to do "more with less." Now the time has come where Universities are doing "less with less." We need a Chancellor to advocate for more PASSHE funding and legislators in Harrisburg to commit to more funding for public Higher Ed. We are out-pricing the constituents (lower income families) that we are supposed to serve.</p> <p>ENROLLMENT AND RETENTION: I wish the time and energy spent on this consolidation plan was instead used for a plan to increase enrollments! An increase in enrollment would go a long way to solving the problems we face today. Better retention rates are key to success too.</p> <p>THE PLAN: will cost money, create confusion and be difficult to market individual campuses. If curricular program sharing is a goal, why not do this with all 14 Universities? Why would a student choose to attend (one of the six schools consolidating) a university if many of the courses required for their major is taught online? How will athletics still be viable and how will they not be even more expensive to operate? How will a consolidated staff and offices properly serve the faculty and students? How can a President effectively oversee 3 campuses? (the campuses in the Northeast plan are not geographically close to one another)</p> <p>QUESTION: Has not faculty and staff retirements over the past couple of years made a positive economic impact? (because most positions were never replaced)</p> <p>ECONOMIC IMPACTS: Local communities will suffer because enrollments will drop further. Jobs will be lost and local commerce will suffer. Also expect less tax revenue paid to the Commonwealth.</p> <p>SUMMARY: I oppose this direction for PASSHE. I do not oppose it because I do not like "change," I oppose it because I don't expect it to work.</p> <p>PREDICTION: This 60-day public comment will not change the outcome of the proposed consolidation. I hope you know what you are doing.</p>	Sheldon Rexrode
5/25/2021	Northeast Plan	Alumni/Donor		I don't understand why the public hearings scheduled June 9th and 10th are from 4:30 - 6 PM. Who can make that? Most people don't even get home from work until 6 PM. It seems like, by scheduling the hearings at a time when most people can't make it, you've got something to hide.	
5/25/2021	Northeast Plan	Faculty,Other (please specify)	Parent	<p>I was born and raised in Pennsylvania. I attended public K-12 schools in Schuylkill County and attended a private college outside Philadelphia while supported by state and private financial aid. When I graduated from college, I taught at a Friends-affiliated school in Philadelphia. After my career took me out of the state to pursue further employment and educational opportunities, I returned to PA as a faculty member of the PASSHE system.</p> <p>Among the many reasons I am proud to work for a PASSHE university, the role this system serves for many students across the state with whom I can identify is central. PASSHE universities are designed to serve the kinds of students I went to school with as a young person, the kinds of students who were my teachers in PA schools, and the kinds of students who become those who taught my daughter in our local public schools.</p> <p>As Pennsylvanians, we should all be proud of our State System of Higher Education. Access to post-secondary education is becoming less of an option and more of a necessity for today's graduating high school seniors. Providing affordable options, especially for working class families, is a must. Our PASSHE schools have long been drivers of upward economic mobility for Pennsylvania students, and the centerpieces of thriving university towns and local economies, especially in rural areas.</p> <p>I have deep concerns about the planned consolidation of institutions in the PASSHE system. The plan raises too many unanswered critical questions and red flags that the Chancellor has failed to address. It is unacceptable to follow a rushed, counterproductive plan that fails students, small towns across our state and every taxpayer. This plan will cost the state MORE, not less money moving forward. As someone who understands these higher education institutions very well, these are among my concerns:</p> <ul style="list-style-type: none"> - A forced hybrid model. I have witnessed first-hand how programs at PASSHE universities, threatened by budget cutbacks and fears of further executive cuts have pushed forward with plans to deliver programs online without adequate consideration of the viability of that educational model. The current plan fails to outline how many credits in a program will have to be done online or to provide any convincing data that the quality of learning will meet the usual standards of our institutions. - Equity issues. I have seen no evidence provided by the system, by individual institutions, or by programs that enrollment and learning outcomes equity across different populations can be maintained under the envisioned shifts in institutions, educational delivery, or staffing changes. It is unacceptable for programs, for example, to shift coursework to online delivery if there is no evidence that racial, regional, or socioeconomic equity will likely not be harmed by these changes. Program and institution changes should be required to demonstrate via an "equity audit" that proposed changes are not likely to disadvantage groups of students. - No cost savings. The consolidation plan puts in writing what many feared was true: consolidation was initially billed as a way for the State System to cut costs, but the plan shows that consolidation does not save any money. And tuition will not decrease. It will cost MORE than stabilizing the current system. <p>After a number of years of ill-considered underfunding of our state's PASSHE system, a crisis has been created by politicized management of the system's funding. Now, the drastic measures proposed are presented as necessary but in fact forced upon the system by deliberate actions by the state legislature are offered as inevitable and necessary solutions. A manufactured crisis is then presented as the reasoning for poorly thought-through actions that are actually incredibly risky for the PASSHE system. In effect, having bled the system of resources, now the doctors in charge of the patient want to try drastic measures that further put the patient at risk. And the rhetoric is that of "we have no choice." But there have been choices to ensure the system's health that have been neglected for some time.</p> <p>No plan that does not view online education critically, that does not question the equity implications of changes to our programs and institutions, and that does not carefully plan longer-term financial solutions is good enough for a commonwealth resource as important as the PASSHE system.</p> <p>It's time to go back to the drawing board with system planning and do the hard work to accurately diagnose and treat the real issues that put the state system at risk.</p>	
5/26/2021	Northeast Plan	Staff		I do not believe implementing the integration at this time will result in a successful result. Both Lock Haven and Mansfield have not made the necessary adjustments to their workforces as outlined in the CCP plans for each institution. This and the lack of infrastructure maintenance will result in a budget deficit for Bloomsburg that is the lead financier of the three institutions. There are other processes that can be implemented to result in savings and stabilization of Lock Haven and Mansfield before the integration becomes a reality. I believe a pause with a focus on campus stabilization is needed to have real idea on the impact to these three institutions.	Gretchen F Osterman

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/26/2021	Northeast Plan	Faculty		<p>Inclusion of the requirement of a lab science in the general education requirements while, at the same time, cutting back on the resources (particularly faculty and temporary faculty) will put a major strain on the departments. Laboratory courses are limited by the amount of physical space and safety requirements for a specific course. This will mean an increase in the number of sections of a laboratory, not the class size. This will result in increase contact hours for faculty and a decreased student:faculty ratio, which goes against the directive to increase this ratio. Additionally, laboratory courses are more expensive to conduct due to the use of consumables and maintenance of equipment.</p> <p>While I agree that sciences are imperative to a general education plan and would love to see every student in the laboratory, this plan is just not feasible as is. Furthermore, the elimination of the personal health general education point is unethical. Perhaps the requirement could be one science course with a lab OR two lecture-only sciences where one must be health-related. This would spread the load among departments that provide health-based science courses without laboratories (exercise science, nursing, mental health, etc)without creating an unmanageable load for lab-based departments.</p>	
5/26/2021	Northeast Plan	Staff		<p>When I read this plan, all I see is downsizing and ideas they think will save money with no regard for the faculty, staff, and communities which will be impacted as well.</p> <p>One of the things the pandemic showed us is that many students dropped out or didn't register for classes because they want in-person classes and many do not like online classes. This plan eliminates many in-person classes and encourages online classes. Taking classes at other universities has always been an option, but never promoted.</p> <p>Many students attend state schools because they are affordable and most importantly, smaller classes and interactions with professors. This plan takes this away.</p> <p>My suggestion is to cut administrative positions to save staff and faculty. Over the years, these colleges have increased administrative positions, which are higher salaries than most staff positions and some faculty positions.</p> <p>Another suggestion is looking at what might be considered small stuff. If areas aren't being used, turn off the lights. Shut down stadium lights when it is still light outside and don't turn them on when nothing is going on. Do a survey and ask students, staff and faculty what they want and what changes they think need to be made. We experience day to day life at the colleges. Having someone from the outside looking at the colleges mostly looks at the surface. Even though a few were asked to give their assistance, more faculty and staff input is needed.</p> <p>Don't give up on each of these unique universities, There are other options.</p>	
5/26/2021	Northeast Plan	Faculty		<p>Can we please, please change the name of this blasted proposal? Geographically, neither Mansfield nor Lock Haven are in "northeast" Pennsylvania. Though I work at Bloomsburg, the lack of sensitivity is patently offensive to consider MU and LHU as part of the northeast. It simply reinforces their fears of being taken over by Bloomsburg. Geographically this is incorrect nomenclature. In relation to "climate," it is objectionable.</p> <p>This lack of sensitivity was reinforced by the Middle States "name" survey. Why in the world would any option include Bloomsburg and omit LHU and MU?? Tone deafness abounds.</p>	
5/26/2021	Northeast Plan	Alumni/Donor,Other (please specify)	mother of 2 PASSHE students	<p>Both of my sons despised their on-line courses.</p> <p>The chemistry major considered dropping out for a year. He didn't. But he has repeatedly stated that he feels unprepared in certain subject areas of chemistry for graduate school this fall, because of the limitations of on-line lectures & labs.</p> <p>My other son dropped secondary education as a degree, and chose to graduate with a BS in history, because he could, and because he did not want to pursue finishing the education degree since all of his education classes shifted to the on-line format.</p> <p>Word from the two of them is that nearly all of their friends struggled to get through on-line coursework.</p> <p>To hear that PASSHE believes that a broader expertise of subject matter can be provided by on-line classes taught at a remote location, is an unrealistic expectation. I believe students instead will choose to attend a university where all of the classes are taught face to face.</p> <p>I will also point out, that 35 years ago I was a first generation college graduate in my family. If it had not been for a local PASSHE school, where I could complete my four year degree in one location, I would not have gone to college.</p> <p>I believe the integration & inclusion of remote learning is a death-knell to all 3 schools.</p>	Kathryn Zimmerman
5/26/2021	Northeast Plan	Staff,Alumni/Donor		<p>The timeline is very aggressive and carries a very high risk. Many things that need to happen to meet the timeline are lagging, especially with things that need to be established for the underlying technology stack. With every passing day that key decisions are not made, the risk of failing to meet the timeline increases. A fallback plan needs to be established should it become apparent that the timeline is not realistic.</p>	
5/26/2021	Northeast Plan	Faculty		<p>The plan for integration has not been fully developed and, moreover, it is moving at a speed that essentially ensures it could not be implemented optimally either. While I hope we can all agree that something needs to be done about our state system of higher education, it is obvious that the Chancellor's integration plan will hurt students (look at how negatively enrollments have been impact for AY 21-22), faculty and staff as well as the communities these schools call home. Please pause to consider that the negative consequences far outweigh any positives and let's go back to the drawing board.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/26/2021	Northeast Plan	Faculty		<p>I think a great many of us faculty members were incensed at today's Board meeting to learn that so many of the public comments were listed as "viewpoint" comments, the implication being that because they are not actionable, they are not relevant to the conversation. So let me offer several ACTIONABLE comments about the proposed plan. Please classify every one of these comments, individually, as actionable in a future presentation.</p> <p>Action 1: Release all public comments as we go. No need to attach people's names to them, but make them easily findable on the PASSHE website. Don't make APSCUF or a news organization go through the hassle of doing a public records request. You said in the meeting today that everything is public, as we are a public entity, so make that so.</p> <p>Action 2: Show us how many of the "viewpoint" comments are negative and against integration, and how many are positive or supportive of integration. That would tell us much about the mood of the public. My guess is that the majority are negative, hence the reason you didn't want to discuss them today.</p> <p>Action 3: Negative "viewpoint" comments are indeed actionable. Here's how: if the public is overwhelmingly against integration, as it seems like they are, then actions that could be taken include: slowing down the integration plan, voting down the integration plan and keeping the system as it is, or ripping up the integration plan and starting over.</p> <p>Action 4: Give faculty MUCH more time to merge these curricula. We were given almost no time at all, over winter break. After two months of work, work was halted once the first draft was submitted. No substantial revisions were made between February and April. And since the plan was released to the public, no work continues to be done. As somebody who has served on a curriculum committee for 2 years, plus had my own proposals vetted for YEARS (I once had a proposal for a certificate take 4 YEARS to get approved. And I thought we were trying to chase the adult re-education market?) I know that for curriculum to be developed well, and to work out all the conflicts between departments and programs when curricula overlap, we need MORE time, MUCH MORE time. Delaying integration will improve the curriculum, hands down. Sticking with the current timeline will lead to a terrible curriculum that will take years to sort out, all the while students will be taking substandard classes.</p> <p>Action 5: Stop saying that integration leads to increased opportunities for students, in terms of more access to majors, etc. Yes, this is true on paper. However, the vast majority of students only have 1 major. Some have minors. So in reality, whether students have access to 20 majors or 200 majors, it doesn't change their college experience all that much: they will still have one major. If a student really wants to go to Lock Haven, for example, but they don't have the major they want, then they either choose another major, or find a different school in the PASSHE system. That's how it works now, and that's how it always works.</p> <p>Action 6: Show us the numbers on how delaying integration for a year or two puts us in a worse shape financially, and how does integrating now put us in a better shape. It seems like the budget is being balanced by cutting faculty and staff positions. That's already happening. By the time integration happens, the savings will have already been realized. So delaying integration for a year or two doesn't seem to have a negative effect on the system.</p> <p>Action 7: Show us how integration of 6 universities saves the system money as a whole. What is being done at the other 8 institutions? Are staff cuts happening at other institutions? Are you building more partnerships with community colleges at other institutions? Are you enhancing adult retraining and reskilling at other institutions? In other words, all these ideas about consolidating to save money, are they being done elsewhere?</p> <p>Action 8: Refer to this whole process as consolidation, rather than integration, as that's the language used in Act 50.</p> <p>Action 9: Release the student survey data you collected much sooner than the end of July. You are making all of these changes to the program, but releasing them in a final report at the end of the 60-day comment period. Which is fine. We want the feedback from this entire 60-day period to be incorporated into a final report. But give people substantial time to review the revised document before voting on it as a BOG.</p> <p>Action 10: On a slide about the benefits of integration, you have a bullet point about "internships." Please explain how, exactly, internships are enhanced by integration? I am in a field that requires students to get internships to graduate. Students largely pursue these internships on their own, with guidance from their advisors. The "system" doesn't have much help here, and integrating with 2 other campuses won't change how students go about getting internships: they will still pursue them on their own.</p> <p>Viewpoint Comment: After all of those actionable items, let me offer one "viewpoint" on this whole integration/consolidation: it seems like faculty and programs are being cut to such a degree at places like Lock Haven and Mansfield, due to budget challenges or whatever, that if integration were not to happen, then those universities would offer a severely diminished program to their students. Thus, consolidation is needed to make up for these deficits. That's why consolidation is necessary: you've hurt these universities so much through cutting programs that, without consolidation, they will be shadows of their former self. But with consolidation, at least on paper, you can say that they still offer a robust program array (if students want to take classes remotely).</p>	
5/27/2021	Northeast Plan	Staff,Alumni/Donor		<p>I am very much supportive of the integration. I think it will provide needed changes in structure given the new climate of higher Ed, along with increased opportunities for students throughout the triad.</p> <p>However, I was so disappointed to hear that Recreation Management was not listed in the program array. I believe this is a mistake and does not support the working needs of PA (as almost all of our graduates stay in PA). These individuals staff YMCAs, youth programs, state parks, event centers, venues, and so much more. This program provides skills and necessary curriculum to make students successful in these fields. This program is filled with students who are truly passionate about their coursework and the prospect of bettering the future. This is the only program of its kind to be offered within the triad and Lock Haven University is the ideal location.</p> <p>With hard decisions to be made, I don't doubt that we can take a harder look at programs and efficiencies, but I ask you to reconsider eliminating the Recreation Management program. I am confident by eliminating this program you will be doing this triad and the state a disservice.</p>	
5/27/2021	Northeast Plan	Alumni/Donor		<p>I support the plan of consolidation for all state schools across Pennsylvania. It is long overdue these decisions are made with analytics and facts. (rather than influence by the employees) The major factor is the SIGNIFICANT decrease in enrollment, which drives costs at all levels at every school. After the enormous influx of capital for upscale dorms and dining that was not based on data and facts, only on the 'sense' of what would draw students, it is obvious decision making based on emotions is not prudent or effective.</p> <p>It is time the representatives of PA taxpayers and their tax dollars exhibit some much needed accountability. The consolidation is only the beginning.</p> <p>Also, I want to share that we previously donated to our undergraduate and graduate schools (colleges/universities) and that of one of my children. NO LONGER will I donate to any higher education facility until they are accountable for learning rather than espousing politics and the woke culture.</p> <p>Thank you for the opportunity to share my thoughts.</p>	Jackie D

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/27/2021	Northeast Plan	Alumni/Donor		<p>Edinboro has always been known for the quality and depth of their visual arts programs. That must continue for Edinboro to survive and thrive. Edinboro does NOT need over 100 majors in 22 academic departments, period! Completely eliminate departments, don't cut a little from all. Those that remain should offer the best programing in the state. Obviously, the addition of degree programs over the past 50+ years didn't work to bring in more students. However, the addition of arts-related programs would. From virtual reality and artificial intelligence to science, technology, engineering and math, the arts are an essential component to all, and Edinboro can be the epicenter.</p> <p>Since Clarion, California and Edinboro are all struggling, please consider that each has their own area of expertise and concentration, with Edinboro being the arts university. Bring all the arts and technology to Edinboro along with the best faculty. If Edinboro becomes the epicenter for technology and the visual and performing arts in the state, I guarantee that enrollment will increase.</p> <p>However, the sterile atmosphere of the campus, which looks like it is beginning to change a tiny bit, needs to be addressed. A few years back I walked the campus admiring the beauty of the 500+ acres, but missing visual signs that this campus was the home of many art students. To attract arts majors, or actually any student, the campus needs to visually show that creativity thrives within its borders. It is sadly lacking.</p> <p>Consider Clarion to be the center of all health-related programs, California the school for marketing and business and Edinboro for the school of the arts and technology, or some similar and appropriate programing choice for each university. I am not knowledgeable about Clarion or California programs, but consolidating programs to make each university the best at fewer majors makes the most sense to me.</p> <p>I graduated from Edinboro in 1968. I was proud to say I was an Edinboro graduate, and especially proud to have been an art major. I spent 50 successful years in the visual arts arena in California and I credit Edinboro for much of my success. I want to continue to be proud of my alma mater. Please help all three universities thrive by consolidating programs and showcasing their strengths. More is not always better!</p>	Sue Carlomagno
5/27/2021	Northeast Plan	Alumni/Donor		<p>Three athletics comments:</p> <ol style="list-style-type: none"> 1. There is not a great track record of Division II athletic programs being able to avoid elimination over the long term in merger-type situations. Armstrong State, Georgia and Long Island University-Post are just two recent examples. What assurance will each integrating university have that its programs will be protected from merger or loss of teams for the long term? 2. How could these teams truly compete against each other completely in private and competitively for student athletes if the administration is common? How would scholarship offers truly be separated when there is a single information system in areas like financial aid and admissions? How would these schools keep their unique mix of athletic spending and emphasis if all report to one leadership team? 3. the concept of the transfer portal process is now a major reality in college athletics. If student athletes from these three campuses never have to actually transfer but just switch their home campus to play for either of the two other campuses, how is that fair to other universities (throughout the NCAA) who would actually have to process a formal transfer in recruiting those athletes? Would the NCAA even allow this double standard? 	
5/27/2021	Northeast	Student,Staff,Alumni/		An alumni from Mansfield University suggested the north east integrated university to be named "Bloomfield Haven University of Pennsylvania" and I think that sounds great!	
5/17/2021	West Plan	Faculty		<p>Theme: Penny stupid & pound foolish.</p> <p>As is so often the case, a plan has been formulated to specifically let those most responsible off the hook. Just like the ACA's #1 priority was protecting the interests of insurance companies, this plan lets the PA legislature off the hook for their long-standing irresponsible behavior in not properly funding education.</p> <p>The plan itself is a conclusion looking for a factual basis, one that doesn't exist. Instead, what should happen is a consideration of the options for moving forward with a reasonable funding level. Will change be needed? Almost certainly, but it won't be change that appears likely to devastate communities first, followed shortly thereafter by the demise of the system.</p> <p>The first step is to go back through the studies undertaken, at about half-a-million a throw, over the past 15 or so years. Each of these studies' conclusions were ignored by incompetent system administrators, and each study pretty much got it all right.</p> <p>Go back and reread those studies and factor those conclusions into a plan that also incorporates appropriate funding as well as stakeholder input; real stakeholder input, not the typical sham. Present it to the legislature. Tell them that either they do their part or they will be on the hook. If universities fail as a result, the legislature should bear the full responsibility and suffer the derision they deserve as well as hopefully the demise of that which is paramount in their eyes: their position.</p> <p>It is time to start over and plan based on what the chancellor refers to as 'average funding'. That's a reasonable basis upon which the future of the system can be built. As it stands now, the sucking sound will be young people leaving PA to get a college education; we all know what happens when a student gets educated elsewhere... see 'ya!</p> <p>There is a choice to be made, but it is not the BOG's choice. It is the legislature's. Put the ball in the correct court.</p>	

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5/18/2021	West Plan	Faculty		<p>I am strongly against university integrations. If the plans are approved, there will be enormous disruption and harm to our students and their local communities, with very little payoff. Opportunities for students will be restricted, not expanded, with many programs being either eliminated or available only through online or hybrid learning. It is true that there are some students who prefer online classes or at least appreciate the convenience, but almost all of my students over the past year have been very unhappy with taking classes remotely, describing them as impersonal and ineffective. In addition, the status of athletic programs at the universities " which are known to both improve student outcomes and bring in additional revenue " are in limbo, pending a decision by the NCAA. The economic impact of job losses in the small communities surrounding the universities will be substantial and potentially devastating, according to the PERI report. Unfortunately, there was no updated economic study included in the integration plans, which the Chancellor rationalized by claiming that the impact will be "minimal."</p> <p>What is gained by the consolidations? The plan plainly says that tuition will not be reduced. Savings for students are expected to come from dual enrollment, living at home, work-study, etc., which are things students already do, and that can be expanded without consolidation. Based on the most recent program array, opportunities for students to choose a major that fits their interests, goals, and abilities will be reduced, at least in the West. One example is Clarion University's current BA in Sociology/Psychology, an interdisciplinary, online program. It currently enrolls 60 majors but will not be offered at the new, consolidated university. Finally, the plan states that consolidation will have a net cost of more than \$11 million over five years. It doesn't make sense to spend the State System's limited finances this way.</p> <p>The entire idea should be shelved or, at the very least, halted until its effects have been more completely investigated.</p>	Joyce Overly
5/18/2021	West Plan	Other (please specify)	Former manager	<p>Congratulations on finally making some difficult decisions. The can was kicked down the street for far too long. The waste, fraud and abuse in the state system went on under the noises of many who benefitted greatly.</p> <p>Presidents, provosts, Deans who made (and still make) obscene amounts of money while tuition, fees and Room/board skyrocketed for decades. Shame on all of them who retired just in time to avoid the mess.</p> <p>The union workers hurt the system too. A lot of them couldn't care less about student success or DEI. They care about their pensions, their jobs their 15 min breaks and their families' interests.</p> <p>FINALLY, someone is looking at the Universities as a resource for the students of PA, and not a "Good job" or a way to keep a community open for business. 14 similar universities is TOO MANY in 2021 and beyond. The automobile and internet make that a reality.</p> <p>Poor management and Leadership got us to where we are today...building 66 mil dollars worth of dorms, renovating gyms (all because \$\$ was incumbered years ago) is just plain dumb! I hope to see a sizable sell-off of real estate and buildings...You owe the tax payers a huge refund for all of the wasteful and negligent building and spending that has occurred.</p> <p>Good job Dan G for shaking the tree You did what they brought you here to do Fix the mess</p>	
5/19/2021	West Plan	Faculty		The lack of detail in a plan requiring detail is absurd. The lack of the availability of resources students and faculty need to be successful is irresponsible.	
5/19/2021	West Plan	Faculty		<p>Dear PASSHE Board of Governors,</p> <p>I am writing to you to share my concerns regarding the Chancellor's plan to integrate/ consolidate/ merge three PASSHE schools located in the western part of the state. I am on faculty at California University of Pennsylvania and have been in the Psychology Department since 1998.</p> <ol style="list-style-type: none"> 1.As much as the PASSHE website is promoting the plan as a collaboration of "over 400 faculty, staff and students" - which implies that the proposed plan is the work of employees - the process was anything but collaborative and bottom-up driven. It has been more like Chancellor Greenstein playing "Guess what I am thinking" and many of us do NOT go along with his plan. 2.There is so much we do NOT know in terms of the impact of this plan on localities. We have yet to see any PASSHE requested impact report (other than a set of statements on page 22 of the West Integration document " that have no data to support them) and the report created by PERI paints a negative picture at the local, regional and state-wide level. 3.Chancellor Greenstein has repeatedly contradicted himself and evidenced numerous behaviors that belie his support for the state system (with the most glaring one being his threat to recommend to the PA Legislature to dissolve the state system if he did not get his way) 4.Cal U submitted a sustainability plan that was requested by the Chancellor, Cal U is solvent post-pandemic. Cal U stands to receive (potentially) \$13 million in federal aid. Cal U will benefit from any federal move to make community college more affordable/free. The Chancellor says it is unfair to make thriving schools like West Chester carry weaker schools like Cal U, yet he is suggesting Cal U do that very thing by carrying less/unsustainable schools of Edinboro and Clarion. 5.The plan that was submitted is not in alignment with the data that was given to the Chancellor. As an example, the plan indicates that each school is to provide students with the ability to complete a face-to-face bachelor's degree in psychology. There are 2 faculty members on the psychology faculty at Clarion " how is that going to happen at Clarion without significant on-line and hybrid coursework? <p>I am asking that you:</p> <ol style="list-style-type: none"> 1.re-consider this integration plan and the timeline for it 2.help the institutions thrive as regional lifelines and fulfill their mission of providing accessible affordable education to PA citizens 3.Look at the cost savings/sustainability/viability in a step-by-step fashion rather than a huge overhaul of the system (consolidate on-line programs so they are not competitors of each other, use ONE set of technologies across the state system to get reduced rate contracts) 4.Reject the faulty assumption that public education is a business, a money-making enterprise (this assumption undergirds all the language in the integration document) 	Holiday Adair

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/20/2021	West Plan	Faculty		I suggest considering all of the unanswered questions in the plan. Particularly, it seems as though it is a lot of money and resources to integrate when it is being presented as only a short term solution. Shortsightedness continues to plague the system and Edinboro University.	
5/20/2021	West Plan	Faculty		<p>Cal, Clarion, and Edinboro's integration plans include an academic program synthesis. The provosts are authors of the program array. They have included the core BSBA program but excluded the online concentrations in tourism, hospitality, and event management. This exclusion will hurt the tourism workforce in Pennsylvania. Inclusion in the array is a cost-free addition of essentially 27 credits of coursework.</p> <p>Tourism, hospitality, and event management curriculum is not available at Clarion or Edinboro. Therefore, the Cal U online tourism program offers a new academic choice for these students, a stated goal of the western integration. Eliminating choice is counter to the program choice goals of integration Chancellor Greenstein has publicly stated.</p> <p>Our public universities should continue to serve our state tourism industry after the redesign. The service sector is different because production and consumption are simultaneous, and consumers must come to the product. Therefore, business education is not one size fits all academically.</p> <p>Our tourism curriculum at Cal U includes many other focuses that are essentially the future of Pennsylvania's Industry. For example, it includes coursework on casinos and gaming entertainment. I also bring my 14 years of work in destination marketing as a research partner with Destination Gettysburg, the official DMO of Gettysburg and Adams County to my classroom. My policy research published on agritourism in Pennsylvania n wildlife tourism on Pennsylvania's public lands through the Center for Rural Pennsylvania, a legislative agency of the General Assembly, is also integrated into my research methodology and impacts and sustainability of tourism courses. Cal U offers a Pennsylvania-centric, world-class program in the world's largest industry. It is poised to continue to do so for all students of the western schools and the 50,000 per year Chancellor Greenstein stated leave the commonwealth each year for online degree programs they cannot affordably take in their home state.</p> <p>Sincerest thanks, Dr. Susan Ryan, Professor, Passionate Tourism Educator Serving the tourism industry of the Commonwealth at Cal U for 19 years. 724-344-2460 or ryan@calu.edu P.S.</p> <p>Also, please keep in mind one might say "these programs have no enrollment". That is because these programs were just approved using an existing slate of courses and attaching them to a better academic framework. The old program was BA Geography: Tourism Hospitality and Events Studies (land use and regional planning focus). This older academic home was an enrollment barrier. I took it online, redeveloped the prefixes for more natural course finding (GEO to TOU), split it into two, so it's not "a jack of all trades" degree, and attached it to our ASCBP accredited business core.</p> <p>Also, the public program array documents do not list various concentrations. However, in the non-public documents, these programs have been excluded.</p> <p>So in summary: Possible Argument #1 - there's no enrollment in these programs. Of course not, the program in this redeveloped form is new (approved Feb 21). In its old form, it did (and still does) have enrollment, and we were told by our provost to retire that one for these to grow enrollment. There are two students in the EVPM concentration already, and we haven't even promoted it - and those were organic changes of major and not ones from the old BA Geography major.</p> <p>Possible Argument #2 - not all the majors are listed in the program array, that's why you're not seeing it. Indeed, they're not. However, they are not in the working program array from the provosts that have been shared with all deans and chairs. This working document essentially gives a moving target for public comment as the provosts are authoring the array document while public comment is ongoing.</p>	Susan Ryan
5/20/2021	West Plan	Alumni/Donor,Other (p	Community offici	<p>As a three time alumnus, and the administrator of California Borough, I have read the plan with interest, and attended meetings with university officials. I have listened carefully, and realizing that the fortunes of the community are tied to those of the university, I have tried to keep an open mind, I am having trouble seeing this as little more than robbing Peter to pay Paul. California had done well, and it appears that CalU will now be saddled with essentially "bailing out" two less successful of its sister institutions. As I said to Acting President Thorn yesterday, if any other business had two unsuccessful offices, they would simply be closed for the good of the company. I understand that that there are state laws and regulations that would make that difficult, but the same legislature that put those into effect still sits today and has full power to change them.</p> <p>I have come to believe that this consolidation is much more about state politics than it is about the good of students, and that is inexcusable. I am disappointed that our local university officials appear to be putting the welfare of the PASSHE system ahead of the good of California University. The state is full of politicians and bureaucrats who can advocate for the failing PASSHE system. I would have expected the trustees and administration at CalU to be defending the specific local interests of our university instead of supporting an "integration" plan that benefits two other schools at the expense of programs, staff, and resources here at California. You should NOT move forward with this proposal</p>	Dr. Richard H. Martin
5/20/2021	West Plan	Other (please specify)	Community member	<p>Chancellor Greenstein, You've asked for suggestions. This is just the first of many that will follow, and daily: please stop using the phrase "change is hard". It is condescending, patronizing, and despite what you think, sounds insincere. Stop it. Someone losing their job, their career, their healthcare, and their home due to YOU and your so-called 'sustainability plan', AND, during a pandemic, deserves respect. You, sir, are not being a respectful leader, as you should be.</p> <p>We see it.</p> <p>You, Daniel Greenstein, are being held accountable for destroying careers and destroying the universities. Not the presidents, not the provosts, YOU.</p>	
5/20/2021	West Plan	Faculty,Alumni/Donor		Terrible idea and will be devastating for students, employees, local communities, and the entire state of PA.	
5/20/2021	West Plan	Other (please specify)	State Resident	PA has been underfunding state schools for over 2 decades. The state needs to step up to provide affordable education to students from PA. We sent my son to the University of Hawaii because in 2004, the out of state costs for us were 50% cheaper than in state schools for PA state universities. This was very disappointing. Virginia schools are also better and cheaper than PA for Virginia residents (I know as I worked out-of state in VA for 10 years. DO YOUR JOBS and helps students!	Elizabeth Weaver

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/20/2021	West Plan	Faculty		Cal U is in a much better financial situation than either Clarion or Edinboro for a number of reasons, including a much more innovative and modern curriculum, high quality online programs, significant cutbacks made to save money over the past 5 years, a better location (close to Pittsburgh metro populations) and a better physical plant. So far, the integration has effectively ignored everything that Cal U is doing right, and created a plan to just copy everything that (mostly) Clarion is doing wrong (for example, mimicking their 1980s-based curriculum). A better strategy would really be to close Edinboro and Clarion...teach out the students there and encourage those who can to finish programs at Cal U either online or on campus. Continue with the plan to significantly expand online offerings, but do it through Cal U. Likely some Clarion and Edinboro faculty could continue to work through Cal U Online.	
5/20/2021	West Plan	Faculty		<p>Overall, I do understand the need to be better stewards of our resources. I am all for sharing! Let's share purchasing power, materials and administration but from my experience so far this year and past experiences at other universities, sharing one program or department is unfair to students. Teaching is more than just giving knowledge but it is building relationships and providing high impact practices (travel, research, presentations, leadership in clubs, etc.). I need to build relationships with my colleagues and my students. I am very worried this plan will limit relationship building and thus will impact learning, programs and retention.</p> <p>Let's compare how this could work (has worked) and alternately what you have proposed. Here are three scenarios:</p> <p>Scenario #1. I am a faculty member and I have a question for my department chair, I walk down the hall and we engage in a rich discussion. Alternately you propose my department chair is at a different university and I have to call, email or Zoom. No rich discussions are had.</p> <p>Scenario #2. As faculty we review data to see where we can improve our teaching and program, we do this in department meetings and chat informally over lunch and have "ah-ha" moments after class and stop into each other's offices to share ideas to improve. You propose I may never see the other people that teach what I teach or ever have opportunity "except" via Zoom- to discuss program improvements. We just had a year of isolation. I do not want to teach like this. This does not help us improve our practice.</p> <p>Scenario #3. A student stops in my office with a question. I can walk her down the hall to meet with the other faculty that can help support her. Your plan has this student emailing, calling and using Zoom to get help from faculty from another university. This year proves that they won't reach out. They need to build relationships to be better supported. We have a large group of First-Generation students. They need us- in person!</p> <p>In summary, I think we can share some things. I do! But we should not share strict programs, courses, assignments or departments. Each campus needs our own department chair. Talk to anyone who teaches at the multiple Penn State campuses. Faculty at smaller campuses have no say in course design, data collection, rubric creation and program improvement. I actually sit with my Penn State colleagues helping them make sense of an assignment they have to teach to "that they don't understand and have no one to help them make sense of this since it came down from the main campus. This is not how I want to teach. This is not best practices for teaching. Let each university create a program and build relationships with colleagues and students. Let faculty use their expertise. This is the atmosphere I want to work and students need to grow. Thank you for your time.</p>	
5/20/2021	West Plan	Faculty		What's taking place among the State System is an absolute travesty and a slap in the face to the thousands of faculty and staff who have kept these 14 universities afloat all these years by providing high-quality education to the students who keep us all in jobs. The fact that the System refuses to acknowledge, brainstorm, or even pretend to consider any real STUDENT-CENTERED alternatives to retrenchment and integration is shameful and embarrassing. The System and the PA government have created this mess and they need to find ways to clean it up without sacrificing their most fundamental, front-line workers - the proverbial blood of faculty, staff, and students alike is on the hands of System "leaders" and university administrators. Please, at the very least, consider delaying this vote until results from the multiple studies conducted on the ripple effect of these decisions can be interpreted and applied in meaningful, sustainable ways. There are other options if we're willing to see them and work together to make them a reality.	
5/21/2021	West Plan	Staff		<p>The implementation plan that is public is not the actual implementation plan. The upper administration of Cal, CUP, and Edinboro are working on the actual plan. So what you are getting public comment on is not the actual plan, making this public comment process a sham.</p> <p>The stakeholder participation you have touted is also a lie. Faculty and staff at Cal U dedicated hours of work to synthesis documents only to have them politely trashed and the provosts did their own documents.</p> <p>This process is too rushed, contains no transparency, and have token stakeholder consultation. The Chancellor, who clearly is in a big fat rush to do this, is cheating the entire state system and their communities. He kicked us all when we were down in a pandemic And continues to shove an idea down everyone's throats without any authentic discussion. It's just a smoke and mirrors PR show. He is using the pandemic as a cover to usher things in faster.</p> <p>People are scared and hurting. When they're scared and hurting they pretend to go along to get along to preserve their jobs, which is exactly what Pres Dale and the CCE provosts are doing, writing out sensible solutions to make sure they keep their jobs and not because it's what's actually going to serve the students or makes sense.</p> <p>Slow it down and this might work. Keep forcing it, it won't. Maybe that's the reason for the rush, the Chancellor is orchestrating our collapse do he can dissolve the system like he wants.</p>	
5/21/2021	West Plan	Other (please specify)	Retired faculty	I am extremely concerned about the impact of the consolidation plans for the faculty, students, and communities of the state system schools. The plans are very sketchy, leaving major questions about actual savings and the impacts on academic programs. I'm especially distressed about the impact on liberal studies programs, which seem to be getting sacrificed in the name of "efficiency," though where that greater efficiency will be is not clear. Universities have a duty to educate students fully to contribute to democracy and understand the ideas and perspectives needed to make it work. From what I have seen, the consolidation goal is to make students' education narrower rather than broader. If that is achieved, we will all pay a heavy price with much less healthy society.	Thomas Slater

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/21/2021	West Plan	Alumni/Donor		<p>A grounding principle for the Western integration is financial viability, sustainability of the PASSHE-West institutions, and better educational and student service offerings for students. The financial viability of this integration appears to rely primarily on "Key Assumptions," grounded in a predicted net enrollment gain of 2% and annual retention gains of 1%. Yet what is lacking in this entire plan is specificity on the following:</p> <ol style="list-style-type: none"> 1. How will these net gains be achieved? By what means? This plan relies on the assumption that increased online offerings and streamlined academic programs will result in enrollment gains, but there is no quantitative or even anecdotal data from the three universities themselves to support that assumption in this plan. 2. What evidence does PASSHE have of proven, specific measures, behaviors and variables that increase enrollment and retention? There is an assumption that the PASSHE-West university will see annual retention gains of 1%, yet again no substantial evidence provided as to how that will be achieved beyond nebulous language around "enhanced student services." What evidence does PASSHE have that any of its existing student service offerings increase retention or even provide adequate baseline support currently? If your plan is to examine what "enhancement" means, perhaps you should not assume that you will see retention gains in the first year, prior to identifying and rolling out enhanced support. 3. What has PASSHE and/or any of these individual universities done to demonstrate true, actual, sustained commitment to student success inclusive of, but not exclusive to graduate rates? I have personally witnessed a systematic dismantling of student support services at Edinboro University in particular. In the span of a few years, the University dramatically cut personnel and funding in academic support services, career services, student affairs, judicial affairs, residence life and international student services. Most of these offices were inadequately staffed and assessed prior to the recent round of furloughs in November 2020 by national standards (individually, not by FTE ratios, which are artificially inflated by high staffing levels in Facilities, IT and other areas that do not directly provide student support), and now most of them are one-person offices tasked with servicing thousands of students. Student success has also been narrowly defined as retention, persistence and graduation rates, but what about career outcomes and lifelong, incremental career development and support of alumni in need of continuing education and re-training? Illustrative example regarding item 3: The Edinboro Career Services office cut its entire career counseling staff November 2020, in the middle of a global pandemic in which 20 million+ lost jobs and entire graduating classes found themselves without internships or job opportunities. Alumni career services were cut entirely. Yet the University continued to peddle "robust career services" as a benefit of enrollment from its Marketing Department (which saw no personnel reductions), and the Advancement Office, which also saw no personnel reductions, did nothing to help address the career needs of alumni. The University literally reduced staffing in key, direct student support offices dramatically, leaving student to staff ratios of 3-4K to one in Career Services and other areas like Academic Success while maintaining staffing levels of 15+ FTE in marketing and Advancement. That choice sent a clear, deeply demoralizing message to student, faculty and staff about priorities. If a key assumption is that enrollment will grow 2% and retention by 1%, both annually, then another grounding assumption is that the academic programs, student support, residential facilities, and quality-of-life and experience value propositions are adequate and attractive enough to entice students to enroll "and stay" at the campuses of this new institution. Yet, none of these institutions have been able to provide sustained, compelling evidence to support their value proposition on any of these dimensions for decades, resulting in the current situation. Relying on brand and nebulous value propositions (i.e., "25% reduction in cost, but not through tuition reductions") will not suffice in a hyper-competitive higher education landscape, and especially not in light of emerging low-cost, direct-to-career options that bypass traditional higher ed entirely. So, my public comment/question for consideration is "what, specifically, do PASSHE and these individual universities plan to do to 1) gather evidence demonstrating that there is collective understanding of what attracts students and entices them to persist, and 2) stand up the personnel, offices, services, programs, and initiatives that develop, provide and measure efficacy of those variables? Because from the outside looking in, it really looks like what you are doing here is bringing three universities with underwhelming capabilities and lack of accountability together to form a larger university comprised of much of the same. Transformation is only possible when the conditions to support that transformation have been identified and are true. I hope that PASSHE and the leaders within these three institutions honestly, courageously and progressively challenge themselves and their communities to address these conditions in an iterative process that informs the new university strategy, and embrace a model of continuous improvement while pushing branding, marketing, etc. to the background where it may be shaped by what emerges and actually serves students and the Commonwealth. From where I stand, there is too much focus on pushing PR narratives rather than courageously facing the challenges as a community. However, tapping into the community will require extensive, long-term, deep and honest work around organizational culture and rectifying deeply demoralized, fearful, distrustful staff and faculty. A community of personnel grounded in this state of poor organizational culture cannot faithfully serve students well, and when you couple this with the lack of proven capability I addressed earlier, it really seems dubious that this integration will transform anything. I am not opposed to integration "I am opposed to integration without foundational, true and honest engagement in what is most desired and needed by the students and communities PASSHE serves, and courageous work to make the hard decisions that are necessary to build out the variables that actually drive enrollment and retention. I hope this viewpoint is considered, and thank you for reading my feedback. 	
5/21/2021	West Plan	Faculty		I do not understand the rush to implement this plan. There appear to be significant areas of concern and no evidence that there will actually be either improved experience for students or cost savings. Please pause this process to allow for further examination and consideration of how or even whether to go forward.	
5/21/2021	West Plan	Faculty,Alumni/Donor		The integration plan is being pushed too quickly!!	
5/21/2021	West Plan	Faculty		This is all way too rushed and the needs of our students and our student population (typically first generation students from lower socioeconomic backgrounds) have not been considered at all. Why are we rushing this very poorly thought out plan through rather than lobbying hard for an increase in federal funding. Its a disgrace that pennsylvania ranks so low on funding for higher education and its a huge disservice to the residents of PA that we were allowed to get so underfunded in the first place. By all accounts this integration "explain" (and I say it very loosely because we all know there really is no actual plan and we are all just flying by the seat of our pants) has not been thoroughly thought out and there is no long term vision. Its a knee jerk reaction to somehow instantly save money, but by all accounts in the long term we will be financially worse off. I feel like this is just an underhanded ploy to dismantle our state higher education system completely. Lets try "integration" knowing it will likely fail in the long term, then our officials come out smelling of roses when it ultimately falls down like the house of cards that it is, by claiming "well we tried". Actually trying would be hardcore lobbying to get us the funding we need and deserve. Even bringing our funding in line with the national average would have a profound effect on our state system and likely negate the need to consolidate in the first place.	
5/21/2021	West Plan	Faculty		If I was a student, I would much rather have my college experience on a single campus. A single campus ensure that (1) my professors are readily available "in person" (2) that my classes are "in person" and (3) that my fellow classmates are "in person" both in and outside the classroom. By integrating the three campuses, we will put all of this in jeopardy, and may quickly lose students to other colleges and universities. If the past year has taught us anything, it is that the "zoom" experience is not an ideal setting for higher education.	
5/21/2021	West Plan	Faculty		<p>I am concerned about the finances of the Western schools. When most PASSHE schools are below water, however, that seems to be a structural problem, probably related to Corbett's budget slashes. It is embarrassing that we are 48th of 50 in state funding per student. Pennsylvania does not appear to recognize that public education serves all of us.</p> <p>What concerns me most, though, is that the proposed changes are mostly smoke and mirrors and will not likely cut the cost of education. They WILL impose a style of education that some students will find more convenient, but few traditional students will prosper. Students will receive fewer high-impact practices, less practice writing, and fewer opportunities for mentoring. Communities are likely to be decimated. Smoke and mirrors are a good marketing (and "sumo"-building) ploy, but not good for our students, communities, or state.</p>	
5/21/2021	West Plan	Faculty		The concern is the time frame. The literature on organizational change suggests that adequate time be considered. The more complex the change process, the more time that is required. In this case, adequate time has not been provided. As a result, frustration abounds and the lack of overall efficacy could significantly affect the outcome.	
5/21/2021	West Plan	Other (please specify)	adjunct faculty	The integration plan seems rushed.	
5/21/2021	West Plan	Alumni/Donor		It might work eventually, but it seems very rushed and disorganized at this time.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/21/2021	West Plan	Faculty		I am concerned that the students are not going to benefit. Theper-professional students will be greatly affected by the plan in place. We have seen a drop in enrollment in our BSN nursing program on Clarion Campus. The feedback from potential students was negative and they said they chose another school because of the unknown effects that Integration will have. The plan isn't even in place and we are already negatively affected.	
5/21/2021	West Plan	Faculty		I worry about a lot of things related to the consolidation plan, but mostly I worry about this: We're working with too many unknowns, on too tight of a schedule to have a smooth implementation. More even than that, I worry about the profound, negative impact on the local economies of the 6 towns -- the loss of jobs (at all levels), the loss of students (whose absence will impact the local economy), the loss of cultural opportunities (plays, music, etc.), and the fewer choices for students (in majors, in courses, etc.). Let's slow it down, and if we have to collectively appear at the Legislature to beg for \$150 million more dollars, you can count on me being there, every single time you ask. Thank you.	Ellen Foster
5/21/2021	West Plan	Faculty		The entire process is short-sighted and very rushed. Why was this done so quickly? Less than a year and the Board of Gov. gave approval. NO money is being saved and too much money is being wasted on things like hiring outside contractors for creating a new university name. 100K paid for a decision better left to the stakeholders! None of the process thus far has made common sense. Students are already being short changed in the classroom due to the consolidation process eliminating faculty positions. Also, important coursework that trains students for positions in rural/local businesses are eliminated. A very sad situation that is already discouraging applications to undergrad and graduate programs .	Emily
5/21/2021	West Plan	Faculty		There has not been enough time to fully study the integration plan and the benefits versus risks to all parties and entities including surrounding communities, academic programs, faculty, and especially students. Although a large number of faculty have been involved in the plan, those faculty (although well-meaning, dedicated, and hard-working) do not fully understand the nuances of the programs for which they are making recommendations and possibly decisions. And when the plans are pushed down to the "front-line" faculty for review and comment, there was hardly enough time to read proposals and provide meaningful feedback. It was not unusual for faculty to be asked to provide important feedback within one to two days of receiving information - this while teaching full loads and serving on university committees. And its not clear that students fully understand the implications of the integration plan in terms of the necessity to complete course work online. Numerous existing and prospective students have expressed that they do not want to take classes online. The handful of students who indicate that they are in favor of integration based that opinion on incomplete information (because integration plans have not been finalized), and that handful of students may not sufficiently represent the total population of PASSHE students.	
5/21/2021	West Plan	Faculty		As an Assistant Dean and full professor, I have jumped head first into the redesign and integration. I have worked to develop new degrees and to collaborate with now colleagues in order to create something innovative,, impactful and enduring. I see the integration as an inevitability, unless our legislature steps up to support education the way the rest of the country does. However, it is not a viable solution when it is done in such a frenzied, rushed and arbitrary fashion. We will create the worst version of 3 very good schools. Having also led University accreditation efforts, I know this has to be done right or we will lose more students, good employees, and public goodwill in the process. We are being asked to craft a new University almost from scratch, and that takes more than 6 months. The pace of this is a comedy of errors, and I speak as someone who has been working 60 hours per week since January, and plan to invest my entire summer, despite being a 9 month employee. I want to get this right, and we need another year to do it. It takes strength to pause this runaway train, but it is essential if we want to all succeed in this endeavor. Thank you for considering our comments.	Suzanne Boyden

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/21/2021	West Plan	Faculty		<p>As it stands today, I have myriad concerns re: the speed with which the working integration-consolidation plan is progressing, and more importantly, the efficacy re: academic integrity and student opportunities " as well as the immediate and irreversible socioeconomic impacts on campus communities and the larger regions they buttress and enhance.</p> <p>The working integration-consolidation plan's academic program array suggests that in a number of essential academic areas, there will be a near certain shift toward more online courses and/or the need to travel to other campuses to fulfill degree requirements if traditional in-person instruction is preferred or required.</p> <p>Concurrent with the deep, wide, and palpable disparities in income, broadband, and access to affordable and reliable transportation for a significant portion of our populace " omnipresent but made painfully plain and laid bare during the pandemic " this presents significant challenges that disadvantages our students and campuses relative to the diversity of accessible robust traditional in-person academic programs and courses offered at other regional universities.</p> <p>To state the obvious, these continue to be profoundly challenging and stressful times for those tasked with delivering affordable, quality higher education for Pennsylvania students amid a backdrop of disinvestment, technological changes, economic and cultural anxiety, and institutional expenditures. The demographic dynamics are real and impact most campuses across the Commonwealth and the nation. And these statewide and nationwide trends beyond our control have been made exponentially worse in western Pennsylvania by an underfunded state system.</p> <p>I am concerned that the permanent changes to academics, campuses, and communities, rather than expanding program breadth, could potentially weaken core course and program availability and delivery at a time when we can least afford it, and cause western Pennsylvania families to choose other regional universities with more robust traditional in-person courses and academic opportunities.</p> <p>In addition, speaking from my western Pennsylvania family and friends' life-changing access to a full range of quality, affordable academic programs at PASSHE institutions, I am very concerned that the new consolidated regional university and program array will not allow students to change majors and complete their degrees in person. As students' professional interests and academic/life experiences shift, often dramatically " and regional economies constantly evolve " will the new consolidated university and academic programs prove practical, accessible, affordable, inclusive, effective, and pedagogically-sound...and will they facilitate and enhance our foundational educational mission in western Pennsylvania? For the aforementioned reasons, I have grave concerns that they will not.</p> <p>Thank you for your time, consideration, service, and expertise as you continue your work on behalf of Pennsylvania students, families, and higher education.</p>	Kevan Yenerall
5/21/2021	West Plan	Faculty		<p>This is an obvious attempt to downsize the Universities while retaining the same overblown administration. It will cost rather than save money and will provide less rather than more opportunities for students and faculty. It is the latest administrative fiasco by power hungry administrators.Taking advantage of lowered COVID enrollments to destroy viable campuses.Throw out the plan and the over paid people proposing it and lying about faculty support for it.</p> <p>Stephen Gendler Prof of Mathematics Clarion university</p>	Stephen Gendler
5/21/2021	West Plan	Faculty		<p>The process is too rushed. There has been no thoughtful consideration for maintenance of productive programs that are accredited by outside agencies. Program and discipline level accreditation in fields such as speech language pathology, nursing, and chemistry are reasons students choose a university. The lack of consideration regarding the procedures including the timelines required for adjusting said accreditations have been ignored. Some accreditation bodies require that programs apply 18 months prior to the adjustment. This requires a separate application for accreditation. It also stipulates that no students can be enrolled in the proposed program while the application is under review. If integration is to help offset costs/debt, the halt in enrolling students in viable programs will be detrimental to the process.</p>	
5/21/2021	West Plan	Faculty		<p>The integration is too rushed. Faculty has had a lot of work but no definitive role in the process. Integration does not save money and sacrifices faculty and student success.</p>	
5/21/2021	West Plan	Student, Faculty		<p>I'm concerned that the proposed plans to consolidate state universities in the northeast and western parts of the state are an abandonment of the economically depressed regions that needs state universities the most. Please reconsider funding the state system of higher education. It could be an engine for economic development for the 14 host communities and an opportunity for first time college students in our state to get a higher education. To cut funds, force tuition increases, and then blame the universities themselves for the resulting declines in enrollment is unfair and bad for Pennsylvania.</p>	
5/21/2021	West Plan	Faculty		<p>This plan will be harmful for our students and our universities. Rural areas also deserve universities with face-to-face instruction. In fact rural students probably need face-to-face instruction more than those students attending elite universities. Yet, elite universities will not offer the number of online classes that the integrated PASSHE universities will.</p> <p>We in P.A. have already entered a two-tiered system with a large gap between the wealthy who can attend elite universities and the lower middle class students who cannot. As it is, the ability to use higher education as a way to climb the financial ladder is almost gone. If we "integrate," the gap between the opportunities that well-off students have and those of the lower-middle classes will increase.</p> <p>Some of the state rural universities offer 2-year degrees in practical areas like law enforcement and med tech. What will happen to those students and to the universities that serve them now?</p> <p>Rural universities will fizzle out. Why would a student go to a university that offers online classes rather than a community college that offers face-to-face classes?</p> <p>Surely there is some way we can share some classes without collapsing 3 universities into one.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/22/2021	West Plan	Faculty,Other (please specify)		<p>Provosts are deciding curriculum without a curriculum committee. Little drop boxes for comments for them to cherry pick from is not collaboration with the faculty nor is it informed decision making. Its called making wish lists, cronyism, and ignoring the CBA.</p> <p>PASSHE is presenting an entirely false narrative to the public. This is an entirely top down decision making process that is happening without the appropriate amount of time or committee work. Integration will fail because of how its being handled now - poorly, rushed, and making wish lists instead of informed plans.</p> <p>There will be a mass exodus in enrollment later. You've set up a work culture of fear and exclusion. No one is productive when they are scared, helpless, and beaten down. Integration is killing us. Stop the assault. Please. Slow it down. Let it operate the way you've said it is to the public. Stop lying about what's happening at these schools.</p>	
5/22/2021	West Plan	Student, Faculty		<p>Background In the Public-School code of 1949- Omnibus Amendments, Pennsylvania General Assembly, HB2171, Session of 2020 No. 2020-50 (July 1, 2020), Section 3.3.6., the ACT states, "Before the creation, expansion, consolidation, transfer". The report and recommendations shall include, but not be limited to, the analysis of the following (6) impact on students, faculty and staff. While the Canceled has provided this information, the West Intragrain Plan dated 4.23.2021 states the Guideline Principles of Academic Excellence and Innovation and Student success will be a "fundamental consideration to guide the recommendation and decision-making process."</p> <p>Example of Current Situation Provost has instructed the nursing department of the Clarion University of PA through the Dean and the Chair of the Nursing Department that no adjuncts can teach in the Fall of 2021. The situation below is an example of how this affects students and faculty in one program, but the same situation applies to the other programs as reported by the faculty. To assist the students in progressing the RN- BSN program, the program has two additional courses that need faculty. The faculty was notified on April 23, 2021, as directed by the Provost, Dean, and the Chair, that California University (Cal U) faculty were to teach in the Fall 2021 RN- BSN program and that faculty had to vet and orient the two faculty from Cal U before the August 2021 Academic year. The problem with this direction is that these universities' integration was not to start until August of 2022 (West Integration Plan, 2021, p 2.). The CAL U Faculty must use courses that the Clarion Faculty have built to maintain the integrity of the accreditation-approved student learning outcomes, which have led to the success of the Clarion University of PA students. In the Current CBA, faculty courses are proprietary information; thus, current Clarion University of PA faculty must give Cal U faculty their proprietary courses to ensure the success of current students. The current adjuncts in this department are oriented and educated on the current courses. Additionally, the adjuncts have taught these courses in the past; therefore, they have ownership of their version of these courses through proprietary information stated in the CBA. The faculty were informed that the adjuncts are not teaching these courses because the adjunct budget was removed for Fall of 2021: One year before the integration. The removal of the budgetary line for adjuncts impedes the students' success as they will be educated by professors who are not familiar with the pedagogy of the RN- BSN program.</p> <p>References Public Schools code of 1949- Omnibus Amendments, Pennsylvania General Assembly, HB2171, Session of 2020 No. 2020-50 (July 1, 2020). https://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2020&sessInd=0&act=50 Pennsylvania's State System of Higher Education (April 23, 2021). Pennsylvania's state system of Higher Education: West Proposed Implementation Plan. https://www.passhe.edu/SystemRedesign/Documents/West%20Integration%20Plan%204.23.2021.pdf</p>	
5/22/2021	West Plan	Student		I was told I would have more choice through the three schools coming together. This plan shows less choice. Where are all the programs? This looks like a list of generic programs I could get anywhere. Guess that's just another empty promise. Same money, fewer choices. BTW - I can already save money by going to community college and taking general courses so how does this help anyone but the community colleges exactly???	
5/22/2021	West Plan	Other (please specify)	Concerned member of the community	At this point, the integration process appears too rushed and I do not believe all aspects are in the best interest of the students. In addition, the plan continues to lack transparency regarding the effects it will have on students, staff, and faculty.	
5/22/2021	West Plan	Alumni/Donor		This plan is a mistake. Because administrators are forcing this plan, they are not the ones taking significant hits as they should. If administration was reduced properly, similar costs could be saved without such a negative effect on students, and professors. If you think that many classes can be taught online, why can't many administrators work online? I see that you say that there will be one president for three universities, which is great, but why do the programs also have to decrease. As an alumni of Calu, class of 2020, and a commuter myself, I saw first-hand the benefits of commuting for me, as well as other students, many of them non-traditional. By reducing the breadth of courses at each institution, you reduce the opportunities for those students. The system is good as it is. It serves as many students as possible, and reducing that as a state run public institution is ignorant at best and malicious at worst. Lastly, as someone who had to convert to online in the spring 2020 semester, there is no way that the education will be as high of a quality online as if it was in person. It feels as though the conversion to online classes during that semester is being used as a leverage point for further conversion to online with no regard for legitimacy in learning. I know that you won't listen to me because I don't donate loads of money, but you are hurting students and faculty even more in an already stressed system.	Joseph Carter
5/22/2021	West Plan	Alumni/Donor		I support consolidation. I believe it's the only way to save these struggling institutions.	
5/22/2021	West Plan	Other (please specify)	relative	Integrating Edinboro and Clarion makes sense (just 80 miles apart). But with California?? 150 miles from Edinboro? 30 miles from West Virginia? When Slippery Rock is just 60 miles from Edinboro and 50 miles from Clarion? With a Slippery Rock-Clarion-Edinboro cluster there is real possibility for efficiencies and synergies. Merging them with California is difficult to grasp (without resorting to more sinister interpretations). And why not involve PSU-Behrend (just 20 miles from Edinboro)? But I guess political realities will make that impossible. And that's a shame. It's the youth and the tax-payers who will be poorly served if ALL institutions can't work together to design a 21st century higher education system for all of Pennsylvania. Wishing you Wisdom and Courage in your important work!	Joel McNeil

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/23/2021	West Plan	Staff,Alumni/Donor		<p>Let me start by saying that I understand the true need for the mergers and support them from an operational perspective. The institutions' enrollments have steadily declined. State institutions whose mission is to provide affordable education to its community must be able to operate at a cost level that supports that mission. Right now we are failing. There are a few topics that need addressed if this plan is going to succeed.</p> <p>1.Recrut qualified presidents. You cannot combine three failing institutions and have them successfully led by a leader of one of the failing schools. Among the six schools, you do not have presidents qualified to lead the combined entities. This is well known and widely believed among the employees. You need to recruit candidates for the President positions that have the experience of not only leading institutions of the combined size and complexity, but also who have experience leading through significant organizational change.</p> <p>2.Submit a plan that accounts for 10% enrollment drop. Other higher education mergers have experienced greater losses than this. At least this is closer to reality than the present plan growth. The plan's growth estimate is based in some instances based on wildly incorrect assumptions (developed by consultants) and in other cases simply made up (online growth) by staff who were likely trying to secure future positions.</p> <p>3.Stop wasting money on BakerTilly - There are a number of consulting companies with deep higher education experience and insight. BakerTilly is not one of them. Anyone in meetings with them can attest to this. The millions that has been spent with them on Integration planning and other PASSHE consulting engagements has been wasted and could have helped finance some of this critical change.</p> <p>In conclusion, I believe we have to continue with the mergers now. But we need to be more honest with our goals, the outcomes, and the challenges. If we don't execute these mergers properly, we will see some institutions fail and we will leave those remaining weaker and smaller than they are today.</p>	
5/23/2021	West Plan	Faculty		<p>Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel. In its current state, this plan is completely rushed and leaves TOO MANY questions unanswered. The plan either fails to address or does not fully address the following concerns: Economic impact of the communities which the universities are located, program offerings for students, hybrid learning and equity, NCAA/Athletics, and student and faculty input. Economic Impact - This plan does not contain any local economic-impact study. Even without an economic-impact study included in this plan, the Political Economy Research Institute in April released an analysis of how devastating the local economic impacts will be through consolidation and layoffs. You can read the report at https://www.peri.umass.edu/component/k2/item/1439-the-economic-impact-of-the-passhe-employment-reductions. Small-business owners hopefully coming out of the hardships of the COVID-19 pandemic deserve to know what effect a consolidated campus will have on them. With forced hybrid learning and potential layoffs, what type of financial hit can they expect to have, if consolidation is approved? Additionally, what will the local tax impact be to local governments, including school boards? The potential for hundreds of thousands of dollars in lost tax revenue is something the chancellor's plan does not explore. We owe it to the local taxpayers to let them know what the chancellor's plan will mean for them. Program Offerings - One of the arguments the Chancellor has made for integration is the "expansion" of program offerings available to students. Yet the program array reports, that were ultimately prepared by the university provosts with minimal input from faculty, ACTUALLY ELIMINATE programs available to students. For instance, programs related to recreation, parks, and tourism have been deliberately left out of both the Western and Northern program arrays. How is this "expanding" ? Students will have less majors, minors, concentrations, etc. to choose from! Hybrid learning and Equity - There has been conflicting information from the Chancellor about the number of courses students will be required to take online versus face-to-face. In some presentations, the Chancellor said students may have to take all their general education courses online while in other presentations, the chancellor said that students may have to take all their major courses online. Either way, this plan presents issues of equity for first-generation, working-class students who represent a vast majority of the students that attend PASSHE schools. Imagine our first generation, working-class students striving to obtain their degrees only to be sidetracked or stopped due to lack of resources (i.e., computer and high-speed internet access) based on a delivery method that has proven to be a struggle for students, most recently during the COVID-19 pandemic. The plan also does not outline how the State System will recruit students into a hybrid model as they leave a K-12 model in which almost everyone agreed this method created struggles for students. NCAA/Athletics - There is still uncertainty as to whether student athletes will be able to compete in a sport of their choosing at the campus of their choice. In the rush to get a plan approved, the State System has failed to wait for a decision by the NCAA. While all parties are hopeful that sports will be allowed at each campus, to move ahead with this plan without an answer is irresponsible. We believe not knowing whether you will have a sports team in fall of 2022 has an impact on students. If the NCAA were to decide that integrated entities could not house individual athletic teams on each campus, the effects would be devastating. We have coaches who are left with these important questions to answer while they recruit student athletes. Additionally, if only one school can have a sports team based on the locations of our schools, it would not physically be possible for students to drive to another campus to practice and still maintain full-time student standing. Student and Faculty Input - The report states "Student participation in the integration planning process was critical and provided essential insights into the students' needs and concerns, as well as pressure-testing of various options under consideration with respect to their impacts on the overall student experience." (Page 6, Northeast report) However, the report does not include results of the student survey. It is my understanding that PASSHE DID NOT conduct a survey of students from the proposed integrated universities. Additionally, students deserve to know what courses, extra curriculars, sports and other services will be available BEFORE they step on campus. Additionally, this plan is upfront that it will not lower tuition or room and board for students; instead, it lists items students can do to reduce their cost of attendance "items that are ALREADY things students can do. The State System says student success is its goal, but this plan does not put students first. Between March 24 and 26, APSCUF administered a survey to 1,469 faculty members at the six universities slated for consolidation. The results of this survey demonstrate a "disconnect between the narratives that exist and are being pushed in many venues by the State System regarding the views of faculty. It would behoove the State System, including the chancellor and the Board of Governors, to listen to the concerns expressed by our faculty and to take them to heart. The support, involvement and investment of faculty in a consolidation is integral. Unfortunately, there is little faculty buy-in to the current plan." In conclusion, the State System's consolidation plans fail to address many questions and concerns stakeholders raised throughout the 10 months before the plan's release. Questions remain about the economic impact of the communities which the universities are located, program offerings for students, hybrid learning and equity, NCAA/Athletics, and student and faculty input. Given the lack of detail and unanswered questions, I cannot endorse or support these consolidation plans.</p>	
5/23/2021	West Plan	Other (please specify)	Frustrated parent of a 6 and 1 year old.	<p>I firmly believe that the PSSHE schools need to be condensed to a maximum of 3 Universities. Ideally, something like Michigan's Western, Central, and Eastern Michigan Universities, each with a main campus. Marketing and attracting students to 3 distinct entities seems much more feasible than generating interest in 14 different operations. Building D1 athletic programs (football specifically) for these schools would also go a long way towards competing with Penn State, not only athletically, but for enrollment as well. The point isn't to beat Penn State, obviously, but to be seen on the same playing field as them, per se.</p> <p>Casting a wide net is for community colleges. Unfortunately, there aren't any community colleges in Crawford County, where I live (In this regard, I feel like I've somehow picked one of the worst places in the US to settle down and try to raise a family). Edinboro University is one of the only options around that isn't obscenely expensive. Whatever ends up happening, I hope you guys get the funding you need to keep affordable options available.</p>	Anthony
5/24/2021	West Plan	Faculty		The integration is too rushed. Also initiating and pushing through during a pandemic is not a good idea in my opinion.	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/24/2021	West Plan	Faculty		The planning process was very rushed, and consequently, concerns and suggestions by faculties from different disciplines have not been fully represented, public discussed, or given a proposed resolution. Many of these concerns and suggestions would make direct and long-term impact on the future direction of the integrated system, and the overall quality of the integrated curriculum. The lack of careful and thoughtful planning is irresponsible and disregarding of PASSHE's mission.	
5/24/2021	West Plan	Faculty,Alumni/Donor Other (please specify)	grantwriter	Although I understand that integrating some services makes sense PASSHE wide, the financial benefits of integration for the West have not been demonstrated. I also do not believe that proper investigation into funding for financial aid, sports, and grants have been addressed. If they have, this information has not been shared with appropriate involved parties? Grants are funded for multiple years and how does integration impact these. Due diligence has not been completed to make such a transition in such a brief time.	
5/25/2021	West Plan	Faculty,Other (please specify)	Foundation donor	I strongly oppose the PASSHE System redesign. The facts show that, contrary to the message being distributed by the Chancellor's office, the plan will not save the system money and will actually economically harm local communities where PASSHE system schools slated for merge are located. This is a poor example of advocacy and leadership on the part of the Chancellor.	
5/25/2021	West Plan	Other (please specify)	A victim of Greenstein's ruthless mandates	PEOPLE ARE LOSING THEIR HOMES, THEIR CAREERS, THEIR HEALTHCARE BECAUSE OF YOU! FUCK YOU, GREENSTEIN!!!! YOU ARE EVIL.	
5/26/2021	West Plan	Other (please specify)		Are the legal costs of the numerous arbitration hearings been built into the integration costs?	
5/26/2021	West Plan	Alumni/Donor,Other (please specify)		I have grown up in the area, graduated from PASSHE schools, and left the area as well as several of my peers. My biggest concern about the universities themselves, as well as the integration, is the lack of acknowledgement of generational shifts. Millennials went to school, got degrees, and are very indebted with some of them going back to trade schools or doing something else in order to make ends meet. Gen Z is seeing the discouragement from Gen Z parents as well as millennial discouragement and choosing different paths for themselves. Instead of going to school for jewelry smithing, they'll watch youtube videos. Yet this is a major? The western schools are all located in semi-rural to rural regions that have experienced long term socioeconomic depressions. The schools themselves aren't attempting to attract local students, don't have much to offer to students who are outside of the region, and are offering dated majors that younger generations aren't interested in. Like sports management of physical training, PASSHE schools should consider expanding programs to include things like welding, carpentry, and other blue collar jobs. The degrees could be two to four years and include a focus on getting students board certified upon graduation. The students can develop a rounded attitude while developing a skill that might actually earn them an income after graduation (unlike the gerontology or video game majors of friends that have graduated PASSHE have given up on). PASSHE should be talking to high school students - because that is the population that they are trying to recruit, instead of bleeding potential students to things like "tiktok influencer" or doing the generational work of farm work, mining, and the less traditional students that have already been lost due to disillusionment. https://universitybusiness.com/gen-z-leery-of-4-year-degree-paths-surveys-show/ https://www.marketwatch.com/story/half-of-young-americans-say-college-isnt-necessary-2019-08-06 https://www.wsj.com/articles/millennials-and-gen-z-are-rethinking-the-value-of-a-college-education-11605734014	
5/26/2021	West Plan	Student,Staff,Alumni/Donor		What I have noticed so far in terms of employees and leadership is that upper-crust leadership is getting massive pay raises for taking on extra duties while they are simultaneously firing lower-level employees left and right. One, how does anyone who is a true leader allow that to happen or allow themselves to take raise? Some of these raises are the equivalent of the salary piece of one of the furloughed employees' salary. This is what leads to poor morale, poor opinions of leadership, and disgust with PASSHE as a whole. Any president at a system university should not be making more than the President of the United States. This is ridiculous. If they do not have the passion to stay and do the job for \$250,000-\$300,000 then they should not be in charge of these Institutions in these tough times. Many of the Presidents who received raises are at FAILING Institutions = Failure in Leadership. Honestly, I do not want to hear that everyone deserves a pay raise. Salaries for union employees are usually between \$30,000 and \$75,000 (non-faculty of course) a raise for one of these people is usually a couple of hundred dollars at a time. While one president received a raise equivalent to the starting salary of a unionized employee. It is atrocious. I am losing faith in the System. It seems like the executive leadership in the state system and at the Universities are robbing the bank and will leave before the universities fail. Most have absolutely no connection to their community in the long term. Union employees are usually the back bone of the communities they live in.	
5/26/2021	West Plan	Faculty,Alumni/Donor		Please reconsider the integration plans until questions and concerns are heard, deliberated, and addressed. These sweeping changes will not save money for the system nor increase opportunities for students. In fact, the PR stemming from these discussion will hurt enrollment in the short term- when we need enrollment the most. Additionally, there are far too many issues to address concerning the administration of these 'integrated' Universities to specifically name here but have been named via APSCUF leadership. Please reconsider.	Daniel Clark

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/26/2021	West Plan	Student, Faculty		<p>I was deeply troubled in today's working session. The Chancellor kept using the phrase "inclusive and transparent" - but that phrase seemed to mean we publish stuff on the website and send it out in emails. When Presidents were asked how we are reaching and hearing from hard to reach students, the answer was all the ways in which they are sending out information (not ways they are getting feedback)</p> <p>All of this is made worse by the fact that this is happening DURING THE SUMMER. In an earlier comment which apparently wasn't viewed as "actionable" I expressed concern with the lack of pre-planning for this integration (no side letters in place for example) and today's hearing made it clear that we are continuing to move ahead, putting the cart before the horse. We are doing an economic impact survey now? While the work is being completed? We are surveying students across the state - IN THE MIDDLE OF THE SUMMER when the vast majority will be connected to school, or school emails?</p> <p>The actionable item here is that we should slow this process down. We should not be making incredibly important decisions - and asking that a ton of work be done - when most students are away and faculty are not on contract.</p>	
5/26/2021	West Plan	Student, Faculty, Alumni/Donor		<p>As an alumni, former part-time faculty member and donor to a PASSHE school I have concerns/questions.</p> <p>Will the individual University Foundations survive? Or will they be integrated into a single Foundation as part of the plan?</p>	Ron Lucas
5/26/2021	West Plan	Faculty, Alumni/Donor		<p>My wife and I have endowed a scholarship and wish to continue to contribute to it. However, with the integration plans we have concerns:</p> <ol style="list-style-type: none"> 1. What will happen to our scholarship as a result of the integration? <p>Our scholarship is used to recruit students to a specific school.</p> <ol style="list-style-type: none"> 2. What will happen to such scholarships with the proposed integrated enrollment organizations? 3. Can it still be used to recruit students to a specific campus of the integrated university? Or will it be used for the benefit of all three campuses? 4. Will there be any specific communications to significant donors...especially those who have endowed scholarships? 	Ron Lucas
5/26/2021	West Plan	Faculty, Alumni/Donor, Other (please specify)	Member of the Advisory Council for the College of Business	<p>As a member of the College of Business Administration and Information Science Advisory Council at Clarion University I would like to know if, as part of the integration, plans are being made to maintain accreditation? Specifically, the Clarion College of Business Administration at Clarion is currently accredited by the AACSB (Association to Advance Collegiate Schools of Business). Will the other schools' Business programs be required/encouraged to seek AACSB accreditation?</p>	Ron Lucas
5/26/2021	West Plan	Staff, Alumni/Donor		<p>The process of this integration has been very concerning and haphazard. It fails to get to the root of the issues with PASSHE, which is the faculty size and contributions. Over the 17 years I have worked at Edinboro, I have found the vast majority of faculty unconcerned with student retention and only concerned with their salaries and workload. They do not go above and beyond for anyone except to preserve themselves. Until their mentality and the work standards for someone being paid over \$100,000 is changed, no integration or reduction of management/staff will make an impact. It all comes down to the faculty and the experience they give the students. We are wasting a lot of time and funds with these integrations. They need to be redirected towards the root cause of our failing and debt as Universities.</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/26/2021	West Plan	Faculty		<p>I've made this comment before, but in light of the Chancellor's request for "actionable" suggestions this morning, let me add some detail.</p> <p>It seems clear that integration is likely to work better for some components of the universities than others. My main recommendation is that all aspects of the integration plans be considered and evaluated separately, and that the final plan should integrate only those components that will be improved.</p> <p>In terms of the academic program array, this probably involves merging some programs across campuses while leaving others distinct. Many of the smaller programs at the existing schools have been lost or are in danger of being lost due primarily to faculty attrition. When there are no longer enough faculty to offer an adequate array of courses, students fear that they won't be able to take the classes they need to graduate, and decide to major in something else. In disciplines where many courses could be taught remotely across all three campuses, the pooling of faculty and prospective students could return these programs to sustainability, improving student choices and opportunities.</p> <p>But what could work so well for smaller programs may actually harm larger ones. For those programs that already have enough faculty and students at all three campuses, enforcing conformity on those programs is forcing them to deviate from a model that already works. It actually decreases student choice, since two or three versions of the same program could still have differences that attract students with different needs (as already happens when students choose one university over another based on the details of their versions of the same degree program). So there is at least a prima facie case for a system that combines some programs, but not others.</p> <p>It would also be worth considering integrating and standardizing the three campuses' general education programs. Especially since many of the previously mentioned smaller programs also contribute heavily to general education, applying the same general education requirements to the combined student body of all three campuses would allow a wider variety of general education course offerings, increasing both student choice and the ability of specific degree programs to steer students into general education courses tailored to the needs of those programs.</p> <p>Another place where integration might make sense involves organizational boundaries. Many of the existing academic units (colleges/departments) at the three universities have been formed out of economic convenience and necessity with almost no concern for academic disciplinary cohesion. This is counterproductive, since it requires faculty to deliberate on and contribute to projects far outside their areas of academic expertise and interest. It also requires support staff to become competent in managing a wider array of discipline-specific administrative tasks (i.e. managing theatre ticket sales is very different from ordering laboratory equipment, etc.) Pooling the faculty in each discipline across the same campus might allow the construction of colleges and departments that more closely respect disciplinary boundaries. As long as access to support staff can be managed remotely, this might be preferable.</p> <p>It also seems reasonable to expect that other university activities might follow a similar pattern. Combining and standardizing the offices and employees responsible for tasks that can be completed remotely and need not be customized to local conditions probably makes sense in most cases. But facilities management or public safety, for example, may be so uniquely tied to particular local facilities or environments that combining management over these functions or enforcing conformity of policy is counterproductive.</p>	Joel Press
5/27/2021	West Plan	Alumni/Donor,Other (please specify)	Auxiliary employee	Please define Brand Identity" will remain in tact needs defined with examples and how the alumni can identify with that definition. Change is tough and specifics to how it relates to alumni (plaid, boro, logos, EUP, traditions) would be helpful.	
5/27/2021	West Plan	Alumni/Donor		<p>I am exceptionally disappointed in this. The state system in Pennsylvania is unique in many ways, and this integration is detrimental to the brand, quality, and future of each of these institutions. Some of the damage is already done and irreparable. I took a chance on EUP, and I opted to go to EUP instead of more prestigious universities over twenty years ago. I was challenged and supported in many ways for the rest of my life. The connections to faculty cultivated during those years have led to lifelong opportunities, providing intellectual, emotional, and spiritual engagement.</p> <p>This "integration" is nothing more than an attempt to limit opportunities to many first-generation students in rural communities. The impact is going to reverberate throughout the state.</p> <p>EUP provided me many opportunities. I went on to earn a Ph.D. and become a tenured faculty member in a neighboring state. If it were not for the quality of relationships I built during my years at the Boro, I would not be where I am today. I owe a debt of gratitude and a lifetime of paying it forward. What is happening to the faculty and communities around these schools will damage generations to come.</p> <p>The integration will damage the value of my degree, do irreparable damage to the local communities and make higher education less obtainable for rural, first-generation students. I'm disappointed in the poor leadership that has led to this decision and am strongly opposed to integration.</p>	Jessica Leveto
5/27/2021	West Plan	Alumni/Donor		Please consider alumni and legacy admissions to have a bridge that will smoothly connect alumni and legacy students to the one and only Boro Scots.	
5/27/2021	West Plan	Alumni/Donor		Please consider keeping the names as they are, as an alumna it means so much to me to be able to say that I graduated from Edinboro University (1989). There is great concern that the identity of the school will suffer. I no longer live in Pennsylvania but I cannot imagine, with all of the new construction and updates, why enrollment is suffering at the state schools. A couple of years ago I visited the school and was amazed at the current state of how much it has grown and how wonderful the campus looks. I'm not sure what can be done to draw more students but I think that losing it's identity will cause it to look more like a community college rather than a university. I think that the identity of the school is important for it to thrive and for alumni to continue to donate and participate in activities.	Lisa F. Tomaino
5/27/2021	West Plan	Alumni/Donor		I think the integration will be a wonderful step forward for higher education in the western half of Pennsylvania. So many resources will be available to the students	JoAnn Winter

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/27/2021	West Plan	Faculty		<p>Good Morning:</p> <p>I am currently a professor at Clarion University. In my past I have also been a former football coach 10 years at Clarion, Director of Major Gifts in the Clarion University Foundation 8 years and the former Athletic Director at Clarion 12 years. I just have 2 comments. I have dealt with student athletes and donors for my entire 33 year (working career) here at Clarion 40 years overall. Most of these student-athletes will not excel or survive via zoom so retention will go down. I have seen a tremendous drop off in academic performance by student athletes this past year and a half. Most of them struggle in zoom classes. I have seen it personally. I'm in the trenches you are not.</p> <p>One reason is they will not have the ability to see their professors on campus and make that connection. That relationship between the faculty and students is of utmost importance. I have no idea how that is going to work with distance learning. The students that are high academic achievers are prepared to adjust to those relationships. I don't believe it will work with student-athletes. I can't see a professor at Edinboro taking a zoom meeting with a football player at Clarion and getting to know them personally and taking an interest in them. You guys certainly know that's not going to happen.</p> <p>One other comment is I have tremendous connections with major donors of this University and most of them are not happy with the direction of this plan. You better not take them for granted at these 6 universities.</p> <p>Thank you or your time.</p> <p>David J. Katis</p>	David Katis
5/27/2021	West Plan	Alumni/Donor		<p>Please preserve the distinct name and identity of each university.</p> <p>I am a 2006 graduate of Edinboro's BFA program. Without the affordability and quality of the education I received, I would not enjoy the career I have today. I credit the world-class faculty of Edinboro, but also the surrounding community, for a rich, engaging, and safe university experience.</p> <p>Having each university preserve its name and localized identity keeps a connection to alumni all over the world, and honors distinct legacies. Please allow them to keep their names and individual branding.</p> <p>In the case of Edinboro, I also urge those involved in this decision to focus on art and design programs as a key offering to prospective students at an affordable cost. The breadth and quality of these programs is a unique benefit over many other institutions, and has produced multiple generations of creative professionals across art, entertainment and design.</p> <p>Lastly, please examine accessibility and diversity practices. The PSSHE has an opportunity to be a leader in students' education and university experience - it's critical to ensure that previous accessibility considerations in particular are reinstated. This consolidation plan should allow for emphasis in this area to ensure that recruitment, programming and university life are equitable and engaging for all students.</p>	Jessica McWilliams-Brandt
5/27/2021	West Plan	Alumni/Donor		<p>It takes courage to do the right thing, it is so much easier to just keep all the physical buildings, etc. Regarding Edinboro, Clarion, Cal.....shut one down, sell the buildings, shed the employees, and move on. That is what would happen in industry, keeping all the assets running makes long term success unlikely. Of course, emotions make us keep all three running and let them continue to consume tax money and public money and student loan money.....sorry that is not the way industry works, assets that are not profitable/create significant value regardless of what they did in the past are shed. The people of Pennsylvania deserve better than to keep all three colleges dragging along.</p>	
5/27/2021	West Plan	Alumni/Donor		<p>As a graduate of Edinboro State College (Class of 1973), I hope the name change continues to include the individual university name. For example, Pennsylvania Commonwealth University at Edinboro; or Edinboro University of the Pennsylvania Commonwealth; or Edinboro University of Western Pennsylvania. I do not wish to have the name of the the University lost in the new name. Thank you.</p>	Robert Cline
5/27/2021	West Plan	Alumni/Donor,Other (please specify)	Retired faculty member	<p>I have not seen the integration plan, but I do not understand the underlying rationale of combining the three schools in terms of how such an integration plan resolves the underlying declining enrollment problem with its associated financial deficits. I suppose that a reduction of administrative staff (one President instead of three, one Dean rather than three, etc.) might be sufficient justification, but the real savings it seems to me would be achieved by the elimination of program duplication - why have three business administration programs in one organization - if the organizations are to be truly integrated, there would be no justification for having three separate programs. Clarion's business administration program has achieved AACSB accreditation. Why not utilize faculty members from Edinboro and California to strengthen this program? True, not all business faculty members would probably be used in this effort (some would be retrenched) but this would be better than having to maintain all three programs.</p>	James Dunn
5/27/2021	West Plan	Staff,Alumni/Donor		<p>It appears one of the strategies being deployed to help ensure integration success is to prevent/discourage other PASSHE universities from developing and/expanding academic programs being targeted for the integrations. This apparently includes moving existing programs to an online modality.</p> <p>While understandable, this necessarily will make the other PASSHE universities somewhat less competitive and less able to meet their own missions of serving the Commonwealth as fully as they are able.</p> <p>From a practical perspective, at least some of these students will then choose a non-PASSHE option instead of the integrated university - costing enrollment for all of PASSHE.</p> <p>To what extent has this been considered within the overall data analysis?</p>	

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/27/2021	West Plan	Alumni/Donor		the cost of these schools is OBSCENE compared to what you get. Shut them down and send the kids to Penn State or Pitt where they get a real education.	
5/27/2021	West Plan	Other (please specify)	industry professional	<p>On behalf of the Pennsylvania Recreation and Park Society (PRPS), I represent its more than 2000 members. PRPS is the statewide association providing professional leadership, development, advocacy and resources for those working in the parks and recreation industry.</p> <p>The Society's members include managers of municipal and state recreation and park systems, recreation therapists and wellness specialists, higher education professors and students, managers and programmers of commercial recreation facilities, suppliers and manufacturers of recreation and park products and services, and citizen members of community recreation and park boards across the Commonwealth.</p> <p>We are alarmed that the current plan proposes to eliminate the Park and Recreation Management degree program, which has already been placed in a moratorium at Cal U.</p> <p>While Sport Management and Exercise Science are included in the program array for the new university, they can in no way provide adequate coursework on tourism and event management, outdoor recreation and natural resource management, youth and community development and other specific studies required for the basic competencies of our industry's working professionals.</p> <p>With more than 6100 community parks and 121 state parks in Pennsylvania, comprising nearly 500,000 acres and with strong upward trends in visitorship and demand on them the resource, facilities and program management staffing has become more critical than ever. And even now, hiring an adequate and prepared workforce has become very challenging.</p> <p>To be clear, a Sports Management degree does not qualify someone with the knowledge and skills to be a Parks and Recreation director, just because youth sports is often provided or supported by local parks and recreation. Recreation Management and Sports Management are quite different in terms of skills, knowledge, philosophy, and focus.</p> <p>Pennsylvania's practicing park and recreation professionals contribute in many ways to improving personal and community living. Prime among them are in providing active avenues to better health and wellness, environmental sustainability, social equity, economic stimulation, infrastructure and resilience, people development, community livability, as well as recreation and leisure activities. No other profession brings as collaborative and holistic an approach to solving people problems as do our park and recreation professionals.</p> <p>As a standalone, a sports management degree does not include the above competencies that thriving cities, counties, townships and boroughs as well as state park and forest systems require in their park and recreation staffing.</p> <p>Eliminating a key route of entry into the profession by disposing of such a core preparatory major vastly undercuts the foundation of not just our future profession, but also our communities' livability and the enrichment of their residents.</p>	Tim Herd
5/19/2021	West	Public Comment email		<p>Dear PASSHE Board of Governors,</p> <p>I am writing to you to share my concerns regarding the Chancellor's plan to integrate/ consolidate/ merge three PASSHE schools located in the western part of the state. I am on faculty at California University of Pennsylvania and have been in the Psychology Department since 1998.</p> <p>As much as the PASSHE website is promoting the plan as a collaboration of "over 400 faculty, staff and students" - which implies that the proposed plan is the work of employees - the process was anything but collaborative and bottom-up driven. It has been more like Chancellor Greenstein playing "Guess what I am thinking" and many of us do NOT go along with his plan. There is so much we do NOT know in terms of the impact of this plan on localities. We have yet to see any PASSHE requested impact report (other than a set of statements on page 22 of the West Integration document - that have no data to support them) and the report created by PERI paints a negative picture at the local, regional and state-wide level. Chancellor Greenstein has repeatedly contradicted himself and evidenced numerous behaviors that belie his support for the state system (with the most glaring one being his threat to recommend to the PA Legislature to dissolve the state system if he did not get his way)</p> <p>Cal U submitted a sustainability plan that was requested by the Chancellor, Cal U is solvent post-pandemic. Cal U stands to receive (potentially) \$13 million in federal aid. Cal U will benefit from any federal move to make community college more affordable/free. The Chancellor says it is unfair to make thriving schools like West Chester carry weaker schools like Cal U, yet he is suggesting Cal U do that very thing by carrying less/unsustainable schools of Edinboro and Clarion.</p> <p>The plan that was submitted is not in alignment with the data that was given to the Chancellor. As an example, the plan indicates that each school is to provide students with the ability to complete a face-to-face bachelor's degree in psychology. There are 2 faculty members on the psychology faculty at Clarion - how is that going to happen at Clarion without significant on-line and hybrid coursework?</p> <p>I am asking that you:</p> <p>re-consider this integration plan and the timeline for it help the institutions thrive as regional lifelines and fulfill their mission of providing accessible affordable education to PA citizens Look at the cost savings/sustainability/viability in a step-by-step fashion rather than a huge overhaul of the system (consolidate on-line programs so they are not competitors of each other, use ONE set of technologies across the state system to get reduced rate contracts) Reject the faulty assumption that public education is a business, a money-making enterprise (this assumption undergirds all the language in the integration document)</p>	Holiday Adair
5/22/2021	Both	Public Comment email		The integration is definitely not good for our students. It will destroy the university system.	James Valentine

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/24/2021	Northeast	Public Comment email		<p>Thank you for honoring Gov. Richard Thornburgh on his vision and commitment for the public universities of PA. Ironic during that same meeting, the Board of Goves reacted positively to combining the six universities to be bookends for the norther part of our state. No one can even agree on a name for the universities! NCAA won't decide to allow athletics to participate by each school. At LHU, 30% of the students are in athletics. Recruiting is difficult, when majors are being dropped after students committed! Students do not like ZOOM! Maybe a working parent does but nor this age. Who would want to attend these universities after the false reporting of the Pgh Newspaper saying LHU was 96% empty with their dorms? Retractions were never given for these false statements. I realize college is expensive and costs must be cut, but Covid wasn't the fault of the universities. What happens if Community Colleges become free?</p> <p>Also, after hearing all this business about West Chester this and West Chester that.....I learned that my niece who is a senior at a neighboring school district received a letter of acceptance to West Chester University for psychology. Odd that she never applied there. Is that how they are recruiting their students?</p> <p>So during this public debate, I am asking you to rethink your public opinion on Lock Haven University. Let it continue to Soar. Numbers were up!</p>	Amee Lewis Vance
5/24/2021	Both	Public Comment email		<p>Today I am writing this email in hopes that I can do my part to keep the LHU Recreation Management Department during the university integration. I started my college career attending LHU to become a teacher. It wasn't until I was in a general education class that I met a few students who were in classes for Rec Management. It was there where I learned about all the possibilities about the major! Did I want to focus on personal training, work in the outdoors? I could plan events in the hospitality world or even nonprofit sector, or even work in a therapeutic setting: the choices were endless! I sat there thinking, what other major offers you so many possibilities for your future? It wasn't even a week later that I changed my major to Rec Management. The bonds that I formed with my classmates and teachers is indescribable and I am sure every student or alumni at LHU would say the same for their major, but my block class from 2013 still talk through our private Facebook group! The professors I had will be there for me if I reached out about anything at all.</p> <p>The major itself let me grow into who I am today. I was able to focus on my specific track of community-commercial but take a dive into the other three tracks the department offered. I completed my degree and went on to work for AMAZING companies and organizations. I was able to do incredible internships with The American Heart Association and the Philadelphia Flyers, all because the major required you to. I started my career as an event operations coordinator with the Philadelphia Eagles and learned quickly that working for sports was too many hours for me, but the experiences that I gained from that job are priceless. Knowing that I didn't want to stick with a career in sports and having to find a new job didn't scare me because the degree from Rec Management allowed me to switch gears so easily. I started working for Living Beyond Breast Cancer where I planned educational events for men and women battling breast cancer. I have worked for the Epilepsy Foundation where I planned Mardi Gras Galas, golf tournaments and even a two-week camp for children with Epilepsy. I worked at the American Liver Foundation where my career expanded because I was working on events not just in Pennsylvania, but the entire Mid-Atlantic. And now, here I am, working at The Leukemia & Lymphoma Society where I have never felt more at home in a job. I am helping to end blood cancer. I am saving lives.</p> <p>Everyone has a story or a reason on why their major should be kept during this transition and I know it will be a hard decision, but the Recreation Management Department shaped me for who I am today. The professors, the classmates, the internships, the schoolwork, etc. that all shaped me. I truly believe it will be a detriment to get rid of a program that offers SO MANY POSSIBILITIES for students. Think about when you were 18 years old and asked, "what degree do you want to do, what do you want to do for the rest of your life for work?" To have to answer that question at such a young age is terrifying but knowing there is a major out there that gives someone so many options is one worth keeping, so please consider keeping the Recreation Management Department!</p>	Cortney Dott
5/25/2021	Both	Board email		<p>Chancellor Daniel Greenstein has unveiled his Chancellor Daniel Greenstein has unveiled his consolidation plan for six of the State System of Higher Education universities. The plan seeks to consolidate Edinboro, Clarion and California universities in one trio and Bloomsburg, Lock Haven and Mansfield universities in another trio. Speaking as a faculty member and one of nearly 5,000 faculty members and coaches of APSCUF, I ask that you contact your caucus representative for PASSHE as well as the chancellor and join us in OPPOSING this plan that could harm students and the economies our universities fuel.</p> <p>This plan fails in many other areas, including comprehensive description of what the effects on students will be. Our students deserve transparency and certainty, and this plan fails to deliver in both of those areas. Students should know ALL of the impacts of the plan; to move ahead with this plan without those answers is irresponsible.</p> <p>Students should be told upfront what courses they will be forced to take in a hybrid model before choosing their school. Additionally a State System talking point for months has been that a benefit of consolidation is the opportunity for a student to take a class in an accredited program from another campus; HOWEVER, this plan does not guarantee that. In reality, a university will not know that until those programs are reaccredited, and what if that doesn't work out? Imagine recruiting a student to Mansfield in 2022 with the promise of taking an accredited business course from Bloomsburg, only to find out at a later date this would not be possible.</p> <p>This plan needs much more work. Students should know what courses, extra curriculars, sports and other services will be available BEFORE they step on campus. Additionally, this plan is upfront that it will not lower tuition or room and board for students; instead, it lists items students can do to reduce their cost of attendance — items that are ALREADY things students can do. The State System says student success is its goal, but this plan does not put students first.</p> <p>We cannot take a wait-and-see approach for our students who cannot afford lost opportunities because of a plan that does not rely on visible student input or data.</p> <p>Unfortunately, after 10 months of planning, legislative hearings and invite-only Zoom meetings by the State System, it appears we are no closer to having clear answers on the above and other critical questions. Rushing to approve this plan in July 2021 would have a devastating effect on the State System and would fail to supply the proper oversight the General Assembly and Board of Governors are tasked with providing to our 14 state-owned institutions.</p>	Dr. David W. Wildern

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/25/2021	Northeast			<p>I am writing in support of integrating Bloomsburg, Lock Haven and Mansfield universities.</p> <p>Assuming that the State System is not going to have a radical increase in state funding, integration is exactly what I would propose if I were Chancellor.</p> <p>It's clear that neither Mansfield nor Lock Haven can continue for much longer to be comprehensive universities on their own.</p> <p>In the short term, it's not clear that Bloomsburg would benefit from integration.</p> <p>However in the medium to long term, Bloomsburg will be subject to the same demographic trends that have already impacted Mansfield and Lock Haven. And I think that over time, all three universities will benefit from integration by sharing resources and overhead.</p> <p>The choice before the Board of Governors will not necessarily be broadly popular. But I believe that it needs to be done.</p>	Eric Foster
5/25/2021	Both	Board email		<p>I am writing as an alumna and as a faculty member of the PASSHE system. Ironically, as a professor, I teach students about such subjects as organizational change, so I am not unaware that organizations must change and adapt to survive. However, I fear this integration has been, at the very least, rushed. Over the years, I have watched other member institutions get large loans, such as Cheney University, or have watched state-related universities, like Penn State, receive funding while we've remained underfunded even though those institutions have large endowments. Originally, we had been told that the integration was a 5 year plan. Then, we were told that it would all be collapsed into 2 years. The logistics of what needs to occur have not been thoroughly considered--instead drowned out by the Chancellor's dire warnings that we must integrate or else. Logistical aspects are important. Curriculum must be integrated across all three universities over the summer and be ready to go to the curriculum committee in September. This kind of drastic change takes time because whatever changes we make to the curriculum drastically affect our students. That's also where I'm having difficulty articulating to my students how integration will benefit them. So far, all I've heard is that they can reduce their costs IF they start at a community college and then transfer into the integrated university. Frankly, that can happen anytime without integration. If the benefit, say, is that tuition were to be reduced by 25% at the integrated university overall, then we're talking a real benefit to students that would boost enrollment. Otherwise, all I've heard from students is that they are scared, confused, and ready to transfer to other institutions outside PASSHE. I'm not sure why a student would want to come to a system in which the Chancellor is discussing our alleged failures during open recruitment season. I foresee a vicious cycle--point out failings, students don't want to come to the integrated university, our enrollment decreases, faculty and staff are let go, and so on. The only benefit I could tell students is that they could take classes at the other two universities. But here's the rub. When I started in the PASSHE system, we had roughly 15 faculty members in my department. Fifteen years later, we are at half that number. We were never allowed to hire after retirements or when faculty left. Our classes are almost always full. So, now, with the integration, does that mean that students from any of the three universities sign up for classes at the same time? Does that mean that underclassmen at my university would get closed out of classes because students from the other universities get first choice based on class rank? If that's the case, there's certainly no benefit to my majors at my university. And, if another university's department is not of comparable size, does that mean I'll be teaching students from another university in greater proportion than those faculty members will be contributing to teaching the students across all three campuses? The Chancellor is looking at the macro level of this integration, but there are many micro levels that need to be considered. Do we know for sure how this will affect athletics? Will students without access to technology lose out on the chance to take online classes at the other campuses? Will students with disabilities fair well in this new environment? Will international students, who are limited by how many online classes they can take, no longer enroll? And lastly, does the cost of the integration (\$30 million) in order to realize savings of \$19 million over the course of years really make sense? A few student representatives have voiced that they felt they were included in the integration meetings and all is well. I fear that's like being excited about getting to choose the electric chair over lethal injection, but not arguing the premise of why you were on death row in the first place. Not enough consideration has been given to why the integration is necessary, instead just giving campuses the ultimatum to make it work. As an alumna, I am, of course, worried what this will do to the value of my degree and all the students who have graduated. Alumni are very proud of their institutions. The towns in which these communities are located were created around these universities and are major economic drivers. Underfunding the 14 PASSHE schools has created much of the current situation. Now, communities, students, faculty and staff are being forced to undertake a risky proposition based on the vision of our Chancellor. Too often, history records what's left after a leader makes a radical change in a rushed fashion. Too often, I've seen university leaders make a radical change and then leave for another job soon after, leaving the campus to suffer through the mess left behind. Please consider at least extending the time table for this integration. Otherwise, many constituents of these universities will suffer. Please ask yourself if you know all the details of this plan and how the plan will be implemented on these campuses in less than a year.</p>	Melissa Gibson

DATE	PLAN	GROUP	OTHER (GROUP)	COMMENT / SOURCE INFORMATION	NAME
5/27/2021	Both	Public Comment email		<p>Dear PASSHE,</p> <p>As I was listening to the Chancellor yesterday and saw the three broad categories of Public Comment, ...young adult programs. I was reminded of a very cool college/training transition program for special ed high school through age 21(?) students. My previous CC institution had such a program, called PAVE and I think it had been in existence for decades before I got there. As far as I could tell, it was one of a kind in Iowa's CC system, but I believe it's a model that is familiar to those in the special ed profession. Unfortunately, the culture at my CC mistakenly considered PAVE an "alternative school," which may have caused some short-sightedness, causing them to end the program a handful of years ago.</p> <p>I always thought the program was brilliant in concept and educationally/socially ethical and would have had value to replicate state-wide---nation-wide.</p> <p>My full understanding of the program is limited, but here's what I think I know in a nutshell:</p> <p>Financial- Funded entirely by the state funds that followed K-12 the special ed students through age 21(?).</p> <p>Staffing- We had an instructor/coordinator (I believe she was a certified counselor), a second instructor, and a support staff person—these individuals were on the CC's payroll. One instructor was a specialist in STEM and the other was a specialist in English/other. They taught, advised, tutored...everything. It was a close and dynamic environment to witness. These students also had access to CC resources (faculty experts, courses, learning labs, computer labs, counselors, special ed services, etc)</p> <p>The CC's Special Ed Coordinator was closely involved with the program.</p> <p>Any specialized supporting staff, that particular students required, were supplied by the K-12 school district. For example, one student had multiple physical challenges and needed a full-time support person to help with toileting, movement between classes, etc. Another example is one carpentry student's challenge was kleptomania, so a support person was assigned to assure all tools and equipment were returned to their proper places daily.</p> <p>Students- These students had an aptitude to complete a AA or technical degree. I believe there was some sort of screening for this at the HS level and interviewing at the PAVE level. Plus, at some point, the students took placement tests. They attended the PAVE program part or full time. Many of the students had hidden challenges, but not all—in fact, the CC staff tried to screen for biases for who the K-12 system sent to the program and conversely, the K-12 system checked for biases on who the CC let enter the program.</p> <p>Program- Students were bussed to/from campus each day. A section of one building was dedicated for program use (several classrooms, office, private accessible bathroom)</p> <p>The PAVE program provided students all/most/some of their required HS work and dovetailed any college level courses/credits they could to support/transition the students toward college work/completion. Some students completed both their HS and an AA or tech degree at the same time! Most took longer.</p> <p>Of course, the idea was that they would have the PAVE wrap around services, a streamlined on-campus college transition, and achieve AA or tech degree completion by the time they aged-out. Or, at least they would be well on their way to completion and have an established campus support system and have gained some savvy and confidence about how to maneuver through college when/if they transferred to a four-year.</p> <p>Their graduation ceremony was touching.</p> <p>Anyway, here is one idea that might help with FTE and will certainly provide valuable service to our communities.</p>	Amy Esterhuizen, Ph
5/27/2021	West	Public Comment email		Hello. I am very much in favor of the plan.	Rick Killian
5/27/2021	Both	Public Comment email		<p>I am currently a professor at Clarion University. In my past I have also been a former football coach 10 years at Clarion, Director of Major Gifts in the Clarion University Foundation 8 years and the former Athletic Director at Clarion 12 years. I just have 2 comments. I have dealt with student athletes and donors for my entire 33 year (working career) here at Clarion 40 years overall. Most of these student-athletes will not excel or survive via zoom so retention will go down. I have seen a tremendous drop off in academic performance by student athletes this past year and a half. Most of them struggle in zoom classes. I have seen it personally. I'm in the trenches you are not.</p> <p>One reason is they will not have the ability to see their professors on campus and make that connection. That relationship between the faculty and students is of utmost importance. I have no idea how that is going to work with distance learning. The students that are high academic achievers are prepared to adjust to those relationships. I don't believe it will work with student-athletes. I cant see a professor at Edinboro taking a zoom meeting with a football player at Clarion and getting to know them personally and taking an interest in them. You guys certainly know that's not going to happen.</p> <p>One other comment is I have tremendous connections with major donors of this University and most of them are not happy with the direction of this plan. You better not take them for granted at these 6 universities.</p> <p>Thank you or your time.</p>	David J. Katis
5/27/2021	Northeast Plan	Other (please specify)	community member	<p>In what ways, if any, is this information being provided to the general public so they can weigh in if so desired? Saw it only once in a VERY SMALL FEW LINE way in the local newspaper. This article provided the website to submit comments, such as here. But what about the part of the community that does not read the newspaper and have seen this and/or those that do not use a computer and are unable to comment.</p> <p>All members of the community should, no DO, have the right to comment on this projected plan that is going to so negatively effect their communities!</p>	