



Board of Governors Meeting

February 4, 2021

The meeting will be webcast online at www.passhe.edu.

Members of the public who wish to speak during the public comment period should dial 1-717-839-2360 no later than 9 a.m. If there are technical difficulties, visit www.passhe.edu/meeting for details.

Thursday, Feb. 4, 2021

9:00 a.m.

Board of Governors Meeting

1. Roll Call
2. Chairwoman's remarks
3. Public comment
4. Remarks by union leaders
5. Update from PACT President
6. Consent agenda (ACTION)
These items will be considered in one motion unless a member wishes to have an item removed for individual discussion
 - a. Meeting Minutes - Page 4
7. Accountability framework update (information) - Page 13
8. System Redesign — Institutional integrations planning update (information) - Page 14
9. Commission on Diversity, Equity and Inclusion in System-level Governance update (information) - Page 15



10. University Success Committee

- a. Authorization to issue refunding bonds in FY 2021-22 (ACTION) -Page 17
- b. SERS pre-funding authorization (ACTION) - Page 20
- c. SERS pre-funding bond issuance (ACTION) - Page 22
- d. Capital reprogramming request, Millersville University of Pennsylvania (ACTION) - Page 25

11. Governance and Leadership Committee

- a. Approval of new policy 2021-01: *Faculty Council* (ACTION) - Page 26
- b. Revision of policy 1983-26: *Student Trustee Selection* (ACTION) - Page 30
- c. Revision of policy 1983-25: *Student Governor Selection* (ACTION) - Page 32
- d. Appointment of Lock Haven University student trustee (action) - Page 35

12. Board Consideration

- a. Ratification of committee actions (ACTION)
- b. Ratification of ESLP agreements (ACTION) - Page 39
- c. Appointment of Lock Haven University Interim President (ACTION) - Page 65
- d. Extension of appointment of Cheyney University President Aaron Walton (ACTION) - Page 66
- e. Resolution honoring Gov. Richard Thornburgh (ACTION)
- f. Resolution honoring Pres. Geraldine Jones (ACTION)

13. New business

14. Adjournment

Executive Session (if needed)

Board Members and chancellor only

CONSENT AGENDA ITEMS

**Prior to the vote,
Board members may
request any consent
agenda item be
considered
separately.**

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

**Meeting Minutes
Draft for Approval**

278th Meeting
Wednesday, October 14, 2020

Via Zoom

2:00 p.m.

ATTENDING

Board of Governors:

Representative Timothy P. Briggs
Alexander H. Fefolt
Nicole L. Dunlop
Donald E. Houser, Jr.
Senator Scott Martin
David M. Maser (Vice Chair)
Thomas S. Muller (Vice Chair)
Acting Secretary Noe Ortega

Representative Brad Roae
Senator Judith L. Schwank
Cynthia D. Shapira (Chair)
Samuel Smith (Vice Chair)
Secretary Meg Snead
Neil R. Weaver
Janet L. Yeomans

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

Audrey F. Bronson and Stephen L. Washington, Jr. were absent.

Chairwoman Shapira called the meeting to order at 2:00 p.m.

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

CHAIR'S REMARKS

Chairwoman Shapira reviewed the agenda and meeting schedule for both days, spoke of Diversity, Equity and Inclusion efforts that are underway; System redesign efforts and how data is guiding the leadership as we work through this process and engagement with all stakeholders. Chair Shapira also thanked university presidents, faculty, and staff in their heroic efforts to prepare students for the return to the campus and the start of the fall semester in the midst of the pandemic and these challenging times. (Full remarks in video archive.)

PUBLIC COMMENT (Full remarks in video archive)

- Ms. Tabettha Bernstein-Danis, Chair of Social Justice Committee for ASPCUF
- Ms. Andrea Ward, parent of student at a System university

REMARKS BY UNION LEADERS (Full remarks in video archive)

SCUPA President – Dr. Chad Brown
APSCUF President - Dr. Jamie Martin

REMARKS BY PACT PRESIDENT (Full remarks in video archive)

PACT 1st Vice President, Ms. Milissa Bauer provided remarks on behalf of the PACT President, Mr. Jack Wabby.

CONSENT AGENDA

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

- a. Meeting minutes
- b. Meeting Calendar through 2023

Voice vote. The motion passed unanimously.

CHANCELLOR GREENSTEIN REMARKS (Full remarks in video archive)

Chancellor Greenstein offered remarks regarding System Redesign and institutional integrations.

SYSTEM REDESIGN – INSTITUTIONAL INTEGRATIONS

Chancellor Greenstein, Presidents Dale Pehrsson, and President Bashar Hanna provided a report regarding the integration process, benefits of the transformation, next steps, financial review and Act 50 implementation as noted in the agenda materials. Numerous comments and feedback were provided by Council of Trustees, university presidents, and board members. Executive Vice Chancellor, Ms. Sharon Minnich, provided a report regarding financial sustainability planning strategies, data analysis, and next steps in the integration process, as required by Act 50. Chancellor Greenstein discussed the implementation planning phase and resources that will be used in the next steps.

CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD AFFIRMS THE ONGOING INSTITUTIONAL INTEGRATIONS PROCESS AND AUTHORIZE THE CHANCELLOR TO PROCEED WITH THE DEVELOPMENT OF APPROPRIATE INTEGRATION PLANS FOR REVIEW BY THE BOARD IN 2021.

Voice vote. The motion passed unanimously.

After brief break at 4:22 p.m., the meeting reconvened at 4:32 pm.

ACT 50 IMPLEMENTATION POLICY

Chief Counsel, Mr. Andrew Lehman, reviewed Policy 2020-03: *Act 50 Implementation Policy*. A correction to item B.1.e was made, inserting the word “under” which was omitted in error.

CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD APPROVES POLICY 2020-03: ACT 50 IMPLEMENTATION POLICY, AS REQUIRED BY ACT 50 OF 2020.

Voice Vote. The motion passed unanimously. No opposition.

UNIVERSITY SUCCESS COMMITTEE

Committee Chair, Mr. Thomas Muller, reviewed the Committee items as presented in the meeting materials. Roll call was conducted and the following committee members were present for the discussion: Governors Weaver, Dunlop, Roae, Snead, and Yeomans. Executive Vice Chancellor, Ms. Sharon Minnich, provided a brief summary and review of the appropriations request and five- year capital plan as presented in the meeting materials.

- 2021-2022 Appropriations Request
- Five- year Capital Plan

COMMITTEE CHAIR MULLER MOVED THAT THE BOARD APPROVES:

1. **The fiscal year 2020-21 E&G budgets for the State System universities and the Office of the Chancellor, reflected in Attachment 1, as the basis for the System’s appropriation request; and,**
2. **A fiscal year 2021-22 E&G appropriation request of \$487,019,000, an increase of \$9.5 million or 2.0 percent, reflected in Attachment 2.**

Voice Vote. The motion passed unanimously. No opposition.

COMMITTEE CHAIR MULLER MOVED THAT THE BOARD APPROVES THE FISCAL YEAR 2020-21 CAPITAL SPENDING PLAN.

Voice Vote. The motion passed unanimously. No opposition.

At the conclusion of the Committee’s report, Mr. Muller recognized Ms. Lois Johnson for her invaluable assistance to the Board and Committee over the years on the many financial and complex matters. This was her last Board meeting prior to retirement.

BOARD CONSIDERATION

- Approval of Committee Actions
- Ratification of SPFPA MOU
- Affirmation of University Operational Framework
- Update on System Financial Audit

CHAIRWOMAN SHAPIRA MOVED THAT THE FULL BOARD APPROVE THE RECOMMENDATIONS OF THE UNIVERSITY SUCCESS COMMITTEE AS PRESENTED.

Voice Vote. The motion passed unanimously. No opposition.

Mr. Brian Mbuu, Assistant Vice Chancellor, reviewed the ratification of memorandum of understanding for SPFPA, as presented in the meeting materials.

CHAIRWOMAN MOVED THAT THE BOARD RATIFIES THE MEMORANDUM OF UNDERSTANDING WITH THE INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) AND AUTHORIZES THE CHANCELLOR AND THE CHAIRWOMAN OF THE BOARD TO EXECUTE THE APPROPRIATE DOCUMENTS.

Voice Vote. The motion passed unanimously. No opposition.

Mr. Andrew Lehman, Chief Counsel, reviewed the university operational framework, as presented in the meeting materials.

CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD HEREBY ENDORSES THE EXTENSION OF THE STATE SYSTEM’S UPDATED UNIVERSITY OPERATIONAL FRAMEWORK AND AFFIRMS ITS USE BY ALL 14 INSTITUTIONS WITHIN THE STATE SYSTEM. THE BOARD FURTHER AFFIRMS THE CHANCELLOR’S AUTHORITY TO MODIFY THE FRAMEWORK AS NEEDED TO ENABLE THE STATE SYSTEM AND ITS CONSTITUENT INSTITUTIONS TO NIMBLY RESPOND TO THE EVOLVING CIRCUMSTANCES IN A TIMELY MANNER.

Representative Brad Roae voiced concerns about aspects of the proposed framework.

Roll call vote. Motion passed. Representative Brad Roae opposed.

RECESS

The meeting recessed at 5:23 p.m. and will reconvene Thursday, October 15, 2020 at 9:00 a.m.

ATTEST:

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

The meeting webcast is available here: [BOG Meeting - October 2020 \(Day 1\) - YouTube](#)

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

**Meeting Minutes
Draft for Approval**

278th Meeting
Thursday, October 15, 2020

Via Zoom

9:00 a.m.

ATTENDING

Board of Governors:

Representative Timothy P. Briggs
Alexander H. Fefolt
Nicole L. Dunlop
Donald E. Houser, Jr.
Senator Scott Martin
David M. Maser (Vice Chair)
Thomas S. Muller (Vice Chair)
Acting Secretary Noe Ortega

Representative Brad Roae
Cynthia D. Shapira (Chair)
Samuel Smith (Vice Chair)
Secretary Meg Snead
Stephen L. Washington, Jr.
Neil R. Weaver
Janet L. Yeomans

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

Audrey F. Bronson was absent.

Chairwoman Shapira called the meeting to order at 9:00 a.m.

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

BOARD CONSIDERATION - CONTINUATION FROM WEDNESDAY, OCTOBER 14, 2020

Audit Committee Chair, Mr. Samuel Smith, summarized the Committee's work to date.

Representative from Clifton, Larsen and Allen LLP, Ms. Nancy Gunza, Engagement Officer in charge of all the audit work their firm conducts for the State System, reviewed the audit results of the State System for fiscal year ended June 30, 2020 and addressed a few questions.

PUBLIC COMMENT

Considering the technical problems with the telephone connection yesterday, the Chairwoman opened the meeting for public comments. Ms. Tiffany Haynes, staff member from Lock Haven University's facilities department provided a statement.

GOVERNANCE AND LEADERSHIP COMMITTEE

Committee Chair, Donald Houser called for roll call of the committee. All members of the committee were present with the exception of Senator Judith Schwank.

Dr. Randy Goin, Deputy Chancellor, reviewed the changes to the student trustee approval process that is now in place due to the implementation of Act 50. Cheyney University President, Mr. Aaron Walton, provided remarks and summarized Ms. Kiyanna Roberts accomplishments of the past four years at Cheyney University.

CHAIR DONALD HOUSER MOVED THAT THE COMMITTEE RECOMMEND THE APPOINTMENT OF MS. KIYANNA T. ROBERTS TO THE COUNCIL OF TRUSTEES AT CHEYNEY UNIVERSITY OF PENNSYLVANIA.

Committee approved the motion. No opposition.

CHAIRWOMAN SHAPIRA MOVED THAT THE FULL BOARD CONSIDER THE APPOINTMENT OF MS. KIYANNA T. ROBERTS TO THE COUNCIL OF TRUSTEES OF CHEYNEY UNIVERSITY.

Voice Vote. The motion passed unanimously. No opposition.

BOARD CONSIDERATION

Faculty Shared Governance Commission Recommendations

Chair of Faculty Shared Governance Commission, Mr. Donald Houser, reviewed the work of the Commission and presented its recommendations for Board consideration. A robust discussion occurred (full discussion available on video archive). Chairwoman Shapira moved that the Board accepts the recommendations of the Faculty Shared Governance Commission and authorizes the Office of the Chancellor to take all necessary steps to operationalize the permanent faculty council and present a policy for consideration at the next board meeting. A motion was made to amend stating that the Board hereby accepts the recommendations of the Faculty Shared Governance Commission except for parts 3.a.2 and 4.2 regarding statutory changes to allow the faculty representative to be a full voting member until it can be considered through the policy development process and authorizes the Office of the Chancellor to take all necessary steps to operationalize the permanent Faculty Council and to bring forward a policy for Board consideration. The motion to amend failed.

MR. HOUSER MOVED TO AMMEND THE MOTION SUCH THAT THE BOARD HEREBY RECEIVES THE RECOMMENDATIONS OF THE FACULTY SHARED GOVERNANCE COMMISSION AND AUTHORIZES THE OFFICE OF THE CHANCELLOR TO TAKE ALL NECESSARY STEPS TO OPERATIONALIZE THE PERMANENT FACULTY COUNCIL AND DEVELOP A COMPLETE POLICY TO ENCOMPASS THIS EFFORT FOR BOARD CONSIDERATION.

Motion to amend passed (opposed: Governor Fefolt). Chair Shapira then moved the amended motion for Board approval by voice vote; motion passed unanimously.

PRELIMINARY STRATEGY FOR DIVERSITY, EQUITY AND INCLUSION

Dr. Denise Pearson, Vice Chancellor, Chief Diversity, Equity and Inclusion, provided an overview of the guiding principles and values of DEI strategies for fostering diversity, equity and inclusion within the State System. Chairwoman Shapira announced the creation of the Board of Governors Commission on Diversity, Equity, and Inclusion in System-Level Governance and outlined the Commission's charge, which will be to recommend a framework for the Board's

ongoing role in fostering diversity, equity, and inclusion at the System level and report back to the Board at each quarterly meeting. Governor Jan Yeomans will chair the commission.

NEW BUSINESS

CHAIRWOMAN SHAPIRA MOVED THAT THE BOARD APPROVE THE APPOINTMENT OF MR. ROBERT THORN AS INTERIM PRESIDENT OF CALIFORNIA UNIVERSITY OF PENNSYLVANIA, EFFECTIVE 1/29/2021 AT 5:00 P.M. AND AUTHORIZE THE CHAIRWOMAN AND CHANCELLOR TO EXECUTE THE NECESSARY DOCUMENTS.

Voice vote. The motion passed unanimously. No opposition.

EXECUTIVE SESSION

The Chair reported that the Board met in executive session Wednesday, October 14, 2020, from 1:00 p.m. - 1:55 p.m. to discuss items related to personnel and legal matters.

Meeting adjourned to executive session at 12:18 p.m.

ADJOURNMENT

The meeting adjourned at 12:18 p.m.

ATTEST:

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

The meeting webcast is available here: [BOG Meeting October 2020 \(Day 2\) - YouTube](#)

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

**Meeting Minutes
Draft for Approval**

279th Meeting
Wednesday, November 18, 2020

Via Zoom

8:30 a.m.

ATTENDING

Board of Governors:

Representative Timothy P. Briggs
Nicole L. Dunlop
Alexander H. Fefolt
Donald E. Houser, Jr.
Senator Scott Martin
David M. Maser (Vice Chair)
Thomas S. Muller (Vice Chair)
Acting Secretary Noe Ortega

Tanya Garcia (Designee for Noe Ortega)
Representative Brad Roae
Cynthia D. Shapira (Chair)
Samuel Smith (Vice Chair)
Secretary Meg Snead
Stephen L. Washington, Jr.
Neil R. Weaver
Janet L. Yeomans

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

Audrey F. Bronson, Senator Judith Schwank, Marian Moskowitz were absent.

Chairwoman Shapira called the meeting to order at 8:30 a.m.

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

CHANCELLOR REMARKS

Chancellor Greenstein provided a brief snapshot of the institutional integration planning and the initial working group structure of the Western and Northeastern regions, combined working groups, and parallel working groups. This information will be shared on the System website.

PUBLIC COMMENT

None

REMARKS FROM UNION LEADERSHIP

None

APPOINTMENT OF EDINBORO UNIVERSITY INTERIM PRESIDENT

Chair Shapira congratulated Dr. Guiyou Huang on his new appointment as President of Western Illinois University effective January 1, 2021. The purpose of the meeting was to appoint an interim president at Edinboro University.

MR. NEIL WEAVER PROVIDED REMARKS IN SUPPORT OF THE APPOINTMENT OF DR. DALE PEHRSSON, AND MOVED THAT THE BOARD APPROVES THE APPOINTMENT OF DR. DALE PEHRSSON, CURRENT PRESIDENT OF CLARION UNIVERSITY, TO ALSO SERVE AS INTERIM PRESIDENT OF EDINBORO UNIVERSITY EFFECTIVE DECEMBER 31, 2020 AT 5 P.M. AND AUTHORIZES THE CHAIRWOMAN OF THE BOARD OF GOVERNORS AND THE CHANCELLOR TO EXECUTE THE NECESSARY DOCUMENTS.

Voice Vote. The motion passed unanimously. No opposition.

ADJOURNMENT

The meeting adjourned at 8:55 a.m.

ATTEST:

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

The meeting webcast is available here: [BOG Meeting - YouTube](#)

Board of Governors

February 4, 2021

SUBJECT: Accountability Framework Update (INFORMATION)

UNIVERSITIES AFFECTED: All

BACKGROUND: At the Board of Governors meetings in January 2019, July 2019, and January 2020, the Board affirmed a series of metrics that would be used to track performance in strategic areas. A dashboard of all currently collected metrics is publicly available and shows progress at the system and university levels.

The accountability framework update will provide information on progress in certain key metrics that are aligned to the Board-affirmed metrics. The presentation will highlight both student success metrics (enrollment, affordability, retention, and graduation) as well as university success metrics (operating margin, primary reserve, minimum reserve, and impacts of COVID-19) measures, as well as data on diversity of students and employees.

Supporting Documents Included: N/A

Other Supporting Documents Available: N/A

Reviewed by: N/A

Prepared by: Kate S. Akers

Telephone: (717) 720-4100

Board of Governors
February 4, 2021

SUBJECT: System Redesign — Institutional Integrations Planning Update (INFORMATION)

UNIVERSITIES AFFECTED: All

BACKGROUND: As part of the ongoing System Redesign effort, the Board of Governors in July 2020 approved a process for exploring potential institutional integrations under the auspices of new authority provided by Act 50 of 2020.

The process began with a review of the financial stability of System universities assuming the continuation of present operations and as impacted by potential integrations. In accordance with the transparent and consultative nature of this process, the results of that review were shared during the October 2020 Board of Governors meeting.

Following that report, the Board affirmed the ongoing institutional integrations process and authorized the chancellor to proceed with the development of appropriate integration plans for review by the Board. At this meeting, the Board will hear an update on the progress being made with that planning process.

Supporting Documents Included: N/A

Other Supporting Documents Available: www.passhe.edu/integrations

Reviewed by: Chancellor; Presidents; System Level Advisory Group

Prepared by: Daniel I. Greenstein

Telephone: (717) 720-4100

Board of Governors

February 4, 2021

SUBJECT: Commission on Diversity, Equity and Inclusion in System-level Governance Update (INFORMATION)

UNIVERSITIES AFFECTED: All

BACKGROUND: At the October 2020 Board meeting, Chairwoman Cindy Shapira established the Board Commission on Diversity, Equity and Inclusion in System-level Governance that has been charged with recommending a framework for the Board's ongoing role in fostering diversity, equity, and inclusion at the System level. The Commission is being chaired by Gov. Jan Yeomans.

Dr. Denise Pearson, Vice Chancellor and Chief DEI Officer, will present an update on the Commission's work and how it relates to the preliminary strategic plan she is developing for fostering diversity, equity, and inclusion within the State System.

BACKGROUND: The State System and its universities are committed to cultivating diverse, equitable, and inclusive environments that allow all members of the State System community to thrive. The Office of Diversity, Equity, and Inclusion (DEI) was established in August 2020 to engage institutional and system leaders to develop, implement, and evaluate outcomes-based strategies that address inequities in all areas including but not limited to student access and achievement; faculty and staff recruitment and development; and campus receptivity. The work is being grounded in, built upon, and is elevating the promising initiatives and thought leadership already occurring across the universities.

Supporting Documents Included: N/A

Other Supporting Documents Available: www.passhe.edu/DEI

Reviewed by: N/A

Prepared by: Denise Pearson

Telephone: (717) 720-4100

Board of Governors Meeting
February 4th, 2021

Agenda Items for University Success Committee

1. Authorization to Issue Refunding Bonds in FY 2021-22 (ACTION)
2. SERS Pre-Funding Authorization (ACTION)
3. Bond Issue (ACTION)
4. Capital Reprogramming Request, Millersville University of Pennsylvania (ACTION)

University Success Committee Meeting
February 4, 2021

SUBJECT: Authorization to Issue Refunding Bonds in FY 2021/22 (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: In the current interest rate environment, opportunities arise to refund all or part of certain State System bond issues. The window of opportunity often opens and closes in a matter of days or weeks, and missing the window could cost the System millions of dollars in lost debt service savings. The Treasury staff monitors these market conditions and alerts the Board of Governors when the environment may provide debt service savings. The Internal Revenue Service requires the governing board to pass a resolution authorizing issuance of bonds. It is prudent management for the Board to authorize the chancellor to direct issuance of refunding bonds only when market conditions provide significant savings. It is common for this type of resolution to contain minimum savings limits and an expiration date so control of the bond issuance process is maintained. This Board action will authorize the Office of the Chancellor to issue refunding bonds during fiscal year 2021/22 based upon market conditions to maximize present value savings, provided that the net present value savings equal or exceed 4 percent, and will establish an expiration date for this authorization of June 30, 2022.

In keeping with the State System's practice of minimizing expense and risk, the bond issue will be competitively bid. Since the System does not possess statutory bonding authority, the bonds will be issued through the Pennsylvania Higher Educational Facilities Authority. The bonds will be a general obligation of the System.

Last year's authorization has allowed the System to currently take advantage of refunding opportunities, generating total anticipated savings of \$19 million.

MOTION: That the Board of Governors adopt the attached resolution to authorize future issuance of refunding bonds when market conditions permit and after the executive vice chancellor consults with the chair of the University Success Committee.

Supporting Documents Included: Resolution Authorizing Issuance of Refunding Bonds by the Pennsylvania Higher Education Facilities Authority

Other Supporting Documents Available: N/A

Reviewed by: N/A

Prepared by: Sharon P. Minnich

Telephone: (717) 720-4100

Resolution Authorizing Issuance of Refunding Bonds by the Pennsylvania Higher Educational Facilities Authority

WHEREAS, the State System of Higher Education of the Commonwealth of Pennsylvania (the “System”) desires that the Pennsylvania Higher Educational Facilities Authority (the “Authority”) undertake a project (the “Project”) consisting of the issuance of bonds (the “Refunding Bonds”) to refund all or a portion of various series of bonds issued by the Authority on behalf of the System (the “Prior Bonds”); and

WHEREAS, the Board of Governors of the System (the “Board”) has determined that it is desirable to authorize the chancellor to proceed with the issuance of the Refunding Bonds when market conditions permit, as long as the net present value savings on the Refunding Bonds equal or exceed 4 percent, and that this authorization will expire June 30, 2022; and

WHEREAS, the Authority will lend the proceeds of the Refunding Bonds to the System to finance the costs of the Project and to pay expenses incidental to issuance of the Refunding Bonds; and

WHEREAS, the obligation of the System to repay the Refunding Bonds will be described in and evidenced by a Loan Agreement, as supplemented (the “Loan Agreement”), between the Authority, as lender, and the System, as borrower, pursuant to which the System will pledge the full faith and credit of the System as security for repayment of the obligation; and

WHEREAS, the Loan Agreement will be assigned by the Authority as security for the Refunding Bonds pursuant to a Trust Indenture, as supplemented (the “Indenture”), between the Authority and the accepted trustee; and

WHEREAS, the Authority will, by public invitation, solicit and receive competitive bids from underwriters for the purchase of the Refunding Bonds, which bids will contain, among other terms, proposed interest rates on the Refunding Bonds.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby authorize the chancellor to proceed with issuance of the Refunding Bonds by the Authority when market conditions permit, provided that the net present value savings on the Refunding Bonds equal or exceed 4 percent, and that this authorization will expire June 30, 2022; and be it

RESOLVED, that the Board hereby delegate to the chancellor or executive vice chancellor the power to accept bids for purchase of the Refunding Bonds from underwriters and to determine the principal amount of the Refunding Bonds to be issued by the Authority, the rates of interest, dates of maturity, provisions for optional or mandatory redemption, and other details, such approval to be evidenced by acceptance of the bid for purchase of the Refunding Bonds by the Authority and the System; and be it

RESOLVED, that the Board hereby authorize pledging the System’s full faith and credit to repayment of the Refunding Bonds, as provided in the Loan Agreement, and hereby authorize and direct the chancellor or executive vice chancellor to execute, acknowledge, and deliver, and any Responsible Officer, as defined in the Indenture, to attest such signature to a supplement to the Loan Agreement in such form as the officers executing it may approve, such approval to be conclusively evidenced by execution thereof; and be it

RESOLVED, that any Responsible Officer is hereby authorized and empowered to approve the content of the Preliminary Official Statement and the Official Statement of the Authority relating to issuance of the Refunding Bonds as to information concerning the System and its affairs; and be it

RESOLVED, that any Responsible Officer is hereby authorized and directed to take such further action and to execute and deliver such other instruments and documents as may, in his or her judgment or upon advice of counsel, be necessary or advisable to effect issuance of the Refunding Bonds by the Authority, the intent of this Resolution, and the transactions contemplated.

Secretary to the Board

Chair of the Board

Date

University Success Committee Meeting
February 4, 2021

SUBJECT: SERS Prefunding Authorization (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND:

The System is one of 102 total participants in the State Employees' Retirement System ("SERS"), a multi-employer retirement system established by the Commonwealth of Pennsylvania. The estimated total SERS unfunded actuarial liability as of November 13, 2020, as calculated by SERS for purposes of this agreement, is \$23.0 billion, of which 4.8% (or \$1.1 billion) is allocated to the State System based on covered payroll. On November 27, 2019, the Governor of the Commonwealth signed HB 1982 (Act of Nov. 27, 2019 P.L. 723, No. 105) ("Act 105"), which authorizes eligible employers to make a one-time advance payment to SERS in exchange for a schedule of credits against the employer's future annual accrued liability contributions to SERS for a period of up to thirty (30) years. Act 105 requires the advance payment to be not less than 75% nor more than 100% of the eligible employer's portion of the present value of future accrued liability contributions.

In October 2020, the State System and SERS entered into a Cost Agreement to analyze the pension prefunding opportunity allowable through Act 105. The State System prefunding team assessed the benefits and risks of the transaction. The team was supplemented by subject matter experts engaged for this review, including Aon (actuary), RBC Capital (financial advisor), and Ballard Spahr (bond counsel).

As a result of this study, the State System has drafted a prefunding agreement (contract) with SERS. In this agreement, the State System will provide a lump sum payment to SERS of approximately 75 percent of its unfunded actuarial liability (UAL) for \$825 million, through the proceeds of a bond issuance which includes issuance costs. The transaction will be conducted in April and the funds will be transferred to SERS no later than April 30, 2021.

In exchange for the lump sum payment, SERS has established a schedule of setoff credits that will be issued to the State System totaling between approximately \$1.3 billion to \$1.6 billion over the term of the agreement. These setoff credits are assigned to each year of the agreement and will be used to support the annual bond payment and will offset the SERS employer expense incurred. The draft prefunding agreement stipulates that any unused credits carryforward into future years, which could occur if actual pension expense is lower than the value of the setoff credits.

The foregoing transaction will yield significant cash flow savings. Final savings estimates will be calculated once the bonds are issued.

A related motion is presented to authorize the State System to issue bonds to fund the lump sum payment of \$825 million.

MOTION: That the Board of Governors approve the State System to enter into a contract with SERS for \$825 million to prefund approximately 75 percent of the unfunded liability through the issuance of bonds to create positive cash flow. The Board authorizes the Chancellor, in consultation with the Executive Committee of the Board, to negotiate final terms and conditions of the funding agreement and take all other actions necessary and appropriate to issue the bonds.

Supporting Documents Included: None

Other Supporting Documents Available: Draft Prefunding Agreement with SERS, SERS Prefunding Whitepaper

Reviewed by: N/A

Prepared by: Sharon Minnich

Telephone: (717) 720-4100

University Success Committee Meeting
February 4, 2021

SUBJECT: SERS Prefunding Bond Issuance (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: In accordance with previous actions by the Board of Governors approving SERS prefunding and its financing, and based on requirements of the Internal Revenue Service, the Board must approve a resolution to authorize the issuance of bonds. The proposed bond issue will provide fixed-rate taxable financing. The total bond issue is not expected to exceed project cash borrowing of \$830 million, based on the following estimates.

Taxable Bond Issue				
Project	Type	Term (Years)	BOG Approved	Amount
SERS Prefunding	Education & General	Up to 30	February 2021	\$825,000,000 ¹
Contingency and Issuance Costs				5,000,000
Total Taxable Bond Debt Issue				\$830,000,000

¹This amount represents approximately 75 percent of the System's unfunded accrued liability.

Although the System typically undertakes a competitive sale process to minimize expense and risk, due to the size and complex structure of the proposed issuance it was recommended that the bond issue be awarded to a qualified underwriter(s) on a negotiated sale basis based on a competitive RFP process to minimize overall borrowing cost. Because the System does not possess statutory bond authority, the bonds will be issued through the Pennsylvania Economic Development Financing Authority. The bonds will be a general obligation of the System.

MOTION: That the Board of Governors adopt the attached resolution authorizing the issuance of bonds up to a maximum project cash of \$830 million.

Supporting Documents Included: Resolution

Other Supporting Documents Available: Board Materials from February 2021 (Item: *SERS Prefunding Authorization*)

Reviewed by: N/A

Prepared by: Sharon P. Minnich

Telephone: (717) 720-4100

**Resolution Authorizing the Issuance of Bonds
by the Pennsylvania Economic Development Financing Authority**

WHEREAS, the State System of Higher Education of the Commonwealth of Pennsylvania (the “System”) desires that the Pennsylvania Economic Development Financing Authority (the “Authority”) issue its State System Revenue Bonds in one or more series of taxable bonds (the “Bonds”) to finance up to \$830 million of project cash to pay the costs of (1) SERS Prefunding and (2) contingency and issuance costs (the “Project”); and

WHEREAS, the Authority will lend the proceeds of the Bonds to the System to finance the costs of the Project and pay the expenses incident to issuance of the Bonds; and

WHEREAS, the System may make expenditures relating to clauses (1) and (2) of the definition of the Project contained above prior to issuance of the Bonds, and the System desires to preserve the ability to reimburse itself with proceeds of the Bonds for any amounts expended for the Project; and

WHEREAS, the obligation of the System to repay the Bonds will be described in and evidenced by a Loan Agreement, as supplemented (the “Loan Agreement”), between the Authority, as lender, and the System, as borrower, pursuant to which the System will pledge the full faith and credit of the System as security for repayment of the obligation; and

WHEREAS, the Loan Agreement will be assigned by the Authority as security for the Bonds pursuant to a Trust Indenture, as supplemented (the “Indenture”), between the Authority and a trustee; and

WHEREAS, the System will, by public invitation, solicit and receive proposals from underwriters for the sale of the Bonds via a negotiated sale. The winning underwriter will be teamed with a syndicate consisting of senior, co-managers and potentially a selling group structured to ensure a diverse distribution of the bonds. The process will include a marketing period that will identify investors and maximize demand for the bonds which will drive and dictate competitive interest rates to minimize overall borrowing cost.

WHEREAS, the System is one of 102 total participants in the State Employees’ Retirement System (“SERS”), a multi-employer retirement system established by the Commonwealth of Pennsylvania; and

WHEREAS, the estimated total SERS unfunded actuarial liability as of November 13, 2020 is \$23 billion, of which 4.8% (or \$1.1 billion) is allocated to the System based on covered payroll; and

WHEREAS, On November 27, 2019, the Governor of the Commonwealth signed HB 1982 (Act of Nov. 27, 2019 P.L. 723, No. 105) (“Act 105”), which authorizes eligible employers to make a one-time advance payment to SERS in exchange for a schedule of credits against the employer’s future annual accrued liability contributions to SERS; and

WHEREAS, Act 105 requires the advance payment to be not less than 75% nor more than 100% of the eligible employer’s portion of the present value of future accrued liability contributions; and

WHEREAS, the System is an eligible employer under Act 105 and is seeking to enter into the funding agreement with SERS.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the System (the "Board") hereby approve the issuance of the Bonds by the Authority, in an amount in project cash not to exceed \$830 million for the Bonds, the proceeds of which will be used to undertake the Project and pay the costs of issuance of the Bonds; and be it

RESOLVED, that the Board hereby delegate to the chancellor or executive vice chancellor, the power to accept bids for purchase of the Bonds from underwriters and to determine the principal amount of the Bonds to be issued by the Authority, but not in excess of the amount described above, the rates of interest, dates of maturity, provisions for optional or mandatory redemption, and other details, such approval to be evidenced by acceptance of the bid for purchase of the Bonds by the Authority and the System; and be it

RESOLVED, that the Board hereby authorize the pledging of the System's full faith and credit to repayment of the Bonds, as provided in the Loan Agreement, and hereby authorize and direct the chancellor or executive vice chancellor to execute, acknowledge, and deliver, and any Responsible Officer to attest such signature to a supplement to the Loan Agreement in such form as the officers executing it may approve, such approval to be conclusively evidenced by execution thereof; and be it

RESOLVED, that any Responsible Officer is hereby authorized and empowered to approve the content of the Preliminary Official Statement and the Official Statement of the Authority relating to issuance of the Bonds as to information concerning the System and its affairs; and be it

RESOLVED, that any Responsible Officer is hereby authorized and directed to take such further action and to execute and deliver such other instruments and documents as may, in his or her judgment or upon advice of counsel, be necessary or advisable to effect issuance of the Bonds by the Authority, the intent of this Resolution, and the transactions contemplated.

Secretary to the Board

Chair of the Board

Date

University Success Committee Meeting

February 4, 2021

SUBJECT: Capital Project Reprogramming, Millersville University of Pennsylvania (ACTION)

UNIVERSITIES AFFECTED: Millersville University of Pennsylvania**BACKGROUND:** Millersville University requests approval to reprogram Commonwealth capital project funding previously approved for renovation of the Jefferson Hall to renovate Brooks Hall.

The renovation of Jefferson Hall was approved in the FY 2017/18 Capital Spending Plan in the amount of \$10.5M. The plan to retain and renovate Jefferson Hall was per the university's 2009 master plan. During the initial program development with the Department of General Services, it was determined that continuing with the older strategy may no longer be the best investment for the university. As a result, the project was put on hold pending the conclusion of the university master planning effort that was in progress.

Jefferson Hall is a 48,000 square-foot, former lab school constructed in 1969 and located in a remote corner of the campus. The university's new master plan, completed in 2020, suggests investing in the renovation of Brooks Hall and eventual demolition of Jefferson Hall. This strategy helps the university concentrate its academic buildings near the core of the campus and improve overall space utilization.

Brooks Hall is a 30,000 square-foot, former gymnasium constructed in 1938 and located near the core of the campus. The building is architecturally significant with an interior clear span structure that provides great potential for renovation into a flexible multi-functional configuration and future phased expansion. It is ideally located to contribute to the university's academic mission. The university intends to develop the building to serve the high demand and growing Lombardo College of Business.

This change has been discussed with and supported by the Department of General Services.

MOTION: That the Board of Governors approve Millersville University's request to reprogram the funding for the Jefferson Hall renovation project to the Brooks Hall renovation project.

Supporting Documents Included: N/A**Other Supporting Documents Available:** Capital project program data for the Jefferson Hall Renovation; 2017/18 Capital Spending Plans; Millersville University Facilities Master Plan**Reviewed by:** Millersville University's Council of Trustees, December 9, 2020**Prepared by:** Sharon P. Minnich**Telephone:** (717) 720-4100

Governance and Leadership Committee

February 4, 2021

SUBJECT: Faculty Council Policy (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: At the July 2019 Board of Governors meeting, Chair Cindy Shapira announced the formation of the Board's Commission on Faculty Shared Governance, which was charged with strengthening faculty shared governance for the State System by recommending consistent, high-level expectations for the universities and the design and operationalization of a body that works at the System level to enable effective consultation in regard to system-level strategic planning, budgeting, policies and other matters as may be deemed appropriate.

At the October 2020 meeting, the Board received the final recommendations of the Commission and approved the creation of a system-level Faculty Council to serve as an advisory body to the chancellor, the System Leadership Group (SLG), Executive Leadership Group (ELG), and Board of Governors (through the faculty liaison). This proposed policy would codify the operation of the system-level Faculty Council.

Importantly, the language for this policy was significantly drawn from the language of the recommendations made by the Commission related to the formation of the Faculty Council.

MOTION: That the Board of Governors hereby approves policy 2021-01 regarding the operation of the system-level Faculty Council.

Supporting Documents Included: Draft new policy**Other Supporting Documents Available:** www.passhe.edu/SharedGovernance**Reviewed by:** Interim Faculty Council; APSCUF Statewide Meet and Discuss; Chancellor and Presidents**Prepared by:** Randy A. Goin Jr.**Telephone:** (717) 720-4100



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

PA State System of Higher Education Board of Governors

Effective: TBD

Page 1 of 3

Policy 2021-01: *Faculty Council*

Adopted: TBD

A. Purpose and Scope

Emerging from recommendations made in October 2020 by the Board's Commission on Faculty Shared Governance (the Commission), this policy codifies the creation of a system-level Faculty Council that operates as an advisory body to the chancellor, the System Leadership Group (SLG), Executive Leadership Group (ELG), and Board of Governors (through the faculty liaison). In so doing, the Faculty Council engages in strategic conversations not only for discussion of system-level issues pertaining to academics, budget and planning, and students, but also to inform system-level decisions affecting the general welfare of the System. The Faculty Council maintains a systemwide communications network to provide for efficient transmission of relevant information to and from faculty.

The guiding principles—developed by the Commission to guide its work in developing a shared governance model to inform system-level issues—are that shared governance:

1. Requires an investment of the time necessary to build relationships that foster mutual accountability, respect, and trust;
2. Provides a forum for engagement;
3. Requires mutual commitment to a collaborative policy development process;
4. Respects university-level shared governance/processes;
5. Reflects processes/structures/ practices that are understandable, accepted, transparent, and sustainable;
6. Augments, but does not supplant, the existing shared governance role of the collective bargaining unit;
7. Establishes common ground that builds morale and collaboration—acknowledging the successes and failures of the past to inform decision making about the future;
8. Creates a supportive environment that allows for healthy tension in which sharing of different perspectives and ideas enables problem solving;
9. Depends upon timely and effective communication with active sharing of reliable information; and,
10. Requires periodic assessment to gauge effectiveness.

B. Definitions

- **Executive Leadership Group (ELG)** – The ELG is a systemwide group created, defined, and chaired by the chancellor to assist in the management of the System.

- **System Leadership Group (SLG)** – The SLG is a systemwide group created, defined, and chaired by the chancellor that assists the ELG in its efforts to guide system-level strategy.

C. Policy

1. Roles and Responsibilities

- a. **Charter** - The Faculty Council shall maintain a charter that reflects the guiding principles set forth by the Commission and the shared values articulated in the charter for the ELG, including a commitment to diversity, equity, and inclusion. The charter would address the general operations of the Council including but not limited to member elections and terms, term limits, and meeting frequency. The charter is subject to approval by the chancellor and chair of the Board of Governors.
- b. **Faculty Liaison** – The Faculty Council shall elect a faculty liaison to the Board of Governors and determine the term of office with term limits as set forth in its charter. The non-voting Faculty Liaison shall be included in all meetings of the Board of Governors except when a clear conflict of interest is identified by the Chair of the Board.
- c. **Advisory Authority** – The Faculty Council may provide guidance and input on system-level policy and issues for consideration by the SLG, ELG, the chancellor, and the Board of Governors while respecting university-level shared governance/ processes and existing shared governance roles, and where such advisory authority does not conflict with the role of the collective bargaining unit.
- d. **Communication** – Members of the Faculty Council serve as conduits to their respective university faculty to disseminate and discuss system-level issues of concern and provide an important two-way communication role for faculty—supporting timely and proactive input regarding system-level issues.

2. Composition and Structure

- a. Every State System university shall be equally represented on the Faculty Council, each with one member and one alternate.
- b. Faculty Council members and alternates shall be elected from each university by a process determined locally and guided by the Faculty Council's charter.
- c. The Faculty Council may organize its members into advisory sub-groups/ committees—as deemed necessary by the Faculty Council—to help focus discussions aligned to the matrix of issues developed by the Commission.
- d. The chancellor may designate no more than three senior leaders from the Office of the chancellor to serve as non-voting, ex-officio members of the Faculty Council to foster ongoing engagement on issues and provide contextual information in real-time. The Faculty Council may also request to meet with other system staff and/or meet without any system staff on occasion.

3. **Structural Alignment** – To promote timely, open, and continual dialogue across the sectors of leadership at the system level, the Faculty Council is included in the SLG as an advisory group that provides input to the chancellor and university presidents. This relationship allows for the diversity of faculty voices to be included at the system level through dialog with other advisory groups (e.g., Chief Academic Officers) that are part of the SLG. The Faculty Council's engagement within the SLG shall be structured to prevent conflicts of interest. Additionally, the Faculty Council's perspective on system-level issues may be conveyed to the Board of Governors through the Faculty Liaison to the Board, who is selected by the Council.
4. **Policy Review** – This policy and the system-level shared governance model shall be periodically reviewed by the Board of Governors to evaluate the efficacy of its structure and operation and to make modifications as needed to foster faculty shared governance at the system level.

D. Effective Date

Immediately

Governance and Leadership Committee

February 4, 2021

SUBJECT: Revision of Policy 1983-26: *Student Trustee Selection* (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: Act 50 of 2020 empowers the Board of Governors to make the appointment of students to serve on the Councils of Trustees for the 14 universities within the State System. Prior to this law being enacted, the appointment was made by the Governor. The proposed revision brings the Board's policy into alignment with updated statutes.

MOTION: That the Board of Governors hereby approves the proposed revisions to Policy 1983-26: *Student Trustee Selection*.

Supporting Documents Included: Revised policy

Other Supporting Documents Available: N/A

Reviewed by: Chancellor and Presidents

Prepared by: Randy A. Goin Jr.

Telephone: (717) 720-4100



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

PA State System of Higher Education Board of Governors

Effective: September 20, 1983

Page 1 of 1

Policy 1983-26-A: *Student Trustee Selection*

Adopted: September 20, 1983

Amended: TBD

A. Purpose and Scope

The purpose of this policy is to align the process for student trustee appointments with changes in Act 188 of 1982 that were passed through Act 50 of 2020.

B. Policy

Each university shall develop a process for recruiting and nominating a student to serve on its Council of Trustees. The university's process—subject to review and approval by the chancellor—shall adhere to guidelines established by the Office of the Chancellor, including guidance for fostering a diverse and inclusive candidate pool. When feasible, the name(s) of the nominee(s) shall be transmitted by the university president to the chancellor 60 days before the graduation of the then incumbent student member of the council of trustees. The chancellor shall submit the name(s) of the nominee(s) to the ~~governor~~ Board of Governors upon receipt thereof.

1. The Governance and Leadership Committee shall review the nominee(s).
2. Student appointments must be approved by a vote of the Board.

C. Effective Date

Immediately

Governance and Leadership Committee

February 4, 2021

SUBJECT: Revision of Policy 1983-25: *Student Governor Selection* (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: Act 50 of 2020 empowers the Board of Governors to make appointments of students to serve on the Board of Governors. Prior to this law being enacted, the appointment was made by the Governor. The proposed revision brings the Board's policy into alignment with updated statutes.

Upon approval of the revised policy, the Office of the Chancellor will work with the universities to promulgate the appropriate procedures and standards for the recruitment and nomination process.

MOTION: That the Board of Governors hereby approves the proposed revisions to Policy 1983-25: *Student Governor Selection*.

Supporting Documents Included: Revised policy

Other Supporting Documents Available: N/A

Reviewed by: Chancellor and Presidents

Prepared by: Randy A. Goin Jr.

Telephone: (717) 720-4100



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PA State System of Higher Education Board of Governors

Effective: July 19, 1983

Page 1 of 2

Policy 1983-25-A: *Student Governor Selection*

Adopted: July 19, 1983

Amended: TBD

A. Purpose and Scope

The purpose of this policy is to align the process for student member appointments with changes in Act 188 of 1982 that were passed through Act 50 of 2020.

B. Policy

In order to facilitate appointment of student members of the Board of Governors (the Board), each university president shall transmit to the chancellor the name of no more than one ~~the university's~~ current student ~~nominee association president,~~ ~~term of office, and expected graduation date,~~ together with the student's biographical information, including class, ~~expected graduation date,~~ and academic standing in accordance with procedures and standards promulgated by the Office of the Chancellor. ~~The chancellor shall retain the foregoing information for transmittal to the governor at the governor's request.~~

1. Each university shall have a process for recruiting and nominating a student to serve on the Board when notified by the Office of the Chancellor about a vacancy or expected vacancy. The university's process shall adhere to procedures and standards established by the Office of the Chancellor, including guidance for fostering a diverse and inclusive candidate pool.
2. The procedures and standards provided by the Office of the Chancellor shall adhere to all requirements set forth in law and Board policy regarding the role of Board members including but not limited to requirements for reporting of financial interests, adherence to criminal background check requirements, and adherence to ethics standards set forth by the Commonwealth and/or the Board.

3. No more than one student from the same institution may serve as a member of the Board at the same time.
4. The Governance and Leadership Committee shall review nominees and make recommendations to the Board.
5. Student appointments must be approved by a vote of the Board.

C. Effective Date
Immediately

Governance and Leadership Committee Meeting
February 4, 2021

SUBJECT: Student Trustee Appointment (ACTION)

UNIVERSITIES AFFECTED: Lock Haven University of Pennsylvania

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

For years, the universities have utilized a thorough and inclusive recruiting process to identify and vet potential candidates in order to make a recommendation for appointment. The robust nature of the local process has been retained and has been updated to reflect that the final appointment action will be taken by the Board of Governors rather than the Governor. Based on input from Lock Haven University and the Office of the Chancellor, the appointment of Mia M. Swales is hereby recommended.

MOTION: That the Board hereby appoints Mia M. Swales to the Council of Trustees at Lock Haven University of Pennsylvania.

Supporting Documents Included: Resume of candidate; Letter of support

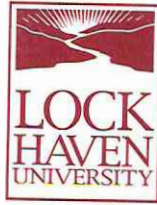
Other Supporting Documents Available: [Statutes](#) providing Board authority

Reviewed by: Lock Haven University; Office of the Chancellor

Prepared by: Randy A. Goin Jr.

Telephone: (717) 720-4100

Robert M. Pignatello
President



Soar Higher
at The Haven

November 2, 2020

Dan Greenstein, Chancellor
State System of Higher Education
Dixon University Center
2986 North Second Street
Harrisburg, PA 17110

Dear Chancellor Greenstein:

Current Student Trustee, Mr. John Davern, will graduate on December 12, 2020, and his term will conclude on that date. Mr. Davern chose to apply as a graduate student for the position under the new allowances under Act 50 and therefore did not participate in the selection process for a successor. The committee included the following:

Dr. Erin Kennedy	Faculty
Mr. James Gregory	Trustee
Mr. Corey Woomer	Student
Ms. Joan Walker	AFSCME
Mr. Kenneth Hall	Administration

The Search Committee has asked me to forward the credentials of the finalist in compliance with Legislative Act 188/Act 50. Ms. Mia Swales is the finalist and her application is included in this communication.

Please let me know if you have any questions or need additional information.

Sincerely,

Dr. Robert M. Pignatello
President

Enclosures

Cc: Mr. Daniel Elby

Mia will be great. She was among the students you spoke to during your recent visit.

MIA SWALES



OBJECTIVE

To contribute to the success and future of an organization dedicated to community through organizational internal and external publications reporting its current services and future plans. Not only that but it is my goal to work in prisons and work with the under-represented as a rehabilitator and understanding source. I want to assist them and spread awareness in the process.

SUMMARY

- Knowledgeable in InDesign and Adobe Premier.
- Proficient in MS Office, Windows XP, and the Internet.
- Thoroughly enjoy coordinating and managing projects.
- Energetic and highly effective leader and team member.
- Excellent at follow-up and detail, extremely dependable.
- Exceptional communication, presentation, and interpersonal skills.

EDUCATION

Journalism, Mass Media Communications, Minor - Sociology,
Lock Haven University, Lock Haven, PA, 08/16 – 12/19

Clinical Mental Health Counseling
Lock Haven University, Lock Haven, PA 01/20 - CURRENT

EMPLOYMENT HISTORY

17/19 – CURRENT Student Affairs and Enrollment Management (CEI) – Lock Haven University

- Graduate Assistant
- Haven Cupboard – placing orders, organizing fundraisers, assisting with staffing, social media
- Summer Orientation Leading- tour guide, hosted activities and workshops for students coming to the campus and transitioning out of high school
- Orientation Logistics planning team
- Mentor to students once they get on campus (Haven Excellence and Academic Success Program)
- An administrator of the Humans of the Haven Facebook page
- Assist students socially and academically
- Haven Resources

- 08/18 – 12/19 Residence Assistant, Woolridge Hall, Lock Haven University, Lock Haven, PA
- Responsible for the overall supervision of a residence hall floor of 30 residents.
 - Be innovative, create ideas and perspectives to build and sustain an inclusive community.
 - Serves as an initial source of support for students who are experiencing personal or academic concerns. Strives to recognize and celebrate all realms of difference represented in the global community.
 - Actively participates and supports the staff team and maintains a positive attitude supportive of the department and staff team.
- 05/17 – 05/19 Recreational Aid/Cashier, MWR Navy Recreation Center, Solomons, MD
- Involved in one or more recreational activities such as military or community center activities; youth activities; outdoor recreation; craft and hobby shops; music and theater, and other similar MWR recreational services.
 - Provides oversight of activities and necessary services to authorized patrons, including general information on the use of equipment. Provides information concerning facilities and operation.
 - Ensures adherence to regulations and safety procedures. Monitors and checks the security of premises. Assists in maintaining routine reports and performs clerical, custodial, and general maintenance duties as needed.
 - Operates a cash register, receive payments, and make change.
- 05/16 – 05/19 Server/Hostess, Isaac’s Restaurant, Solomons, MD
- Ensures that everything guests will be needing is in order and clean
 - Estimates wait times for guests and answers customer’s questions accurately.
 - Ensures that guests receive quality service and monitors the activities of their services

ACTIVITIES

May 2020 – July 2020 Love Center Pop Up Food COVID Volunteer - Lock Haven, PA
 January 2020 – Patuxent High School Alumnae Minority Group Cohort Speaker
 February 2020 – Accepted Students Weekend Speaker
 October 2019 – Pennsylvania Black Conference on Higher Education Inc.
 December 2019 – Lock Haven University Class Commencement Speaker
 February 2020 – Sankofa Conference Bloomsburg
 February 2020 – Accepted Students Weekend Speaker
 2017-2019 - Eagle Eye Sports Editor and Staff Writer
 2016-2018 - Havencast Videographer and Treasure

Board of Governors Meeting

February 4, 2021

SUBJECT: Ratify Various Side Letters for an Enhanced Sick Leave Payout Program - APSCUF Faculty, APSCUF Coaches, AFSCME, OPEIU, SPFPA, SEIU Local 668, POA and SCUPA (ACTION)

UNIVERSITIES AFFECTED: All

BACKGROUND: The State System and applicable unions have negotiated and conducted meet and discuss sessions, as appropriate, regarding an Enhanced Sick Leave Payout Program (Program) that will allow eligible employees to receive an increased payout of their accrued sick leave upon retirement. The employees are represented by the: Association of Pennsylvania State College and University Faculties (APSCUF), American Federation of State, County and Municipal Employees (AFSCME); Office and Professional Employees International Union Healthcare Pennsylvania (OPEIU); International Union, Security, Police, and Fire Professionals of America (SPFPA), Service Employees International Union, Local 668 (SEIU Local 668); PASSHE Officers Association (POA); and State College and University Professional Association (SCUPA).

Summary of the program –

- Permanent full-time employees that qualify for majority paid retiree health care are eligible.
- Eligible employees will receive an additional payout of accrued sick leave beyond the payout schedule identified in the collective bargaining agreement or memorandum of understanding. The side letters will temporarily amend the collective bargaining agreement or memorandum of understanding to allow for these payouts.
- Retirements effective on or before June 30, 2021 will receive a similar sick leave payout incentive to the prior Program implemented in 2020. Retirements effective in the 2021-2022 Fiscal Year will receive a reduced sick leave payout incentive.

MOTION: That the Board of Governors ratifies the side letters with APSCUF, AFSCME, OPEIU, SPFPA, SEIU 668, POA and SCUPA regarding the enhanced sick leave payout and authorizes the chancellor to execute the appropriate documents. Further, the Board authorizes the chancellor, at his discretion, to implement an enhanced sick leave payout program for non-represented employees.

Supporting Documents Included: (1) APSCUF Faculty Side Letter; (2) APSCUF Coaches Side Letter; (3) AFSCME Side Letter; (4) OPEIU Side Letter; (5) SPFPA Side Letter; (6) SEIU Local 668 Side Letter; (7) POA Side Letter and (8) SCUPA Side Letter.

Other Supporting Documents Available: N/A

Prepared by: Andrew C. Lehman

Telephone: 717-720-4030

Tentative Agreement

Side Letter between APSCUF and PASSHE

Faculty Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the Association of Pennsylvania State College and University Faculties (“APSCUF”) agree to provide another Faculty Enhanced Sick Leave Program (“the Program”), to encourage faculty retirements to be submitted this academic year and into the next academic year.

A. Program

1. Current eligible faculty members may participate in the Program in accordance with the provisions in Sections B and C only if the eligible faculty member provides notice of retirement between the effective date of the tentative agreement and March 15, 2021 with an effective date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1. or notice of retirement between March 16, 2021 and September 30, 2021 with an effective date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.

For currently eligible faculty who are currently working in a position funded by an external grant and the grant activity will continue through summer 2021, those eligible faculty that submit a retirement between the effective date of the tentative agreement and March 15, 2021 may retire on or before August 13, 2021 under the Program and receive a sick leave payout pursuant to Section D.1.

2. The parties agree to inform all faculty about the Program after the APSCUF legislative assembly has either voted to approve this side letter or to send it for ratification to the APSCUF membership.
3. The State System will notify State APSCUF no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program.

B. Eligibility

1. Participation in the Program is limited to regular full-time faculty members and tenured regular part-time faculty members employed as of the start of the spring 2021 semester. Eligibility is subject to verification prior to acceptance of participation in the Program.

2. Participation in the Program requires that the faculty member qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below, as follows.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age on or before the effective date of retirement.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to Fall Semester 1997	60	10	Credited Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
Fall Semester 1997 - June 30, 2004	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
On/After July 1, 2004	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

C. Individual Faculty Member Provisions

1. An eligible faculty member must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.

2. The eligible faculty member must indicate in their retirement letter a retirement date on or before June 30 2021 or on or before June 30, 2022.

Eligible faculty currently working on an external grant as noted in A.1. must indicate a retirement date on or before August 13, 2021.

3. Any faculty member currently on an approved phased retirement arrangement may accelerate their arrangement, if necessary, to participate in the Program by sending a letter to the President of the University between the effective date of the tentative agreement and March 15, 2021 of their intention to accelerate their retirement to retire on or before June 30, 2021, or by sending a letter to the President between March 16, 2021 and September 30, 2021 of their intention to accelerate their retirement to retire between July 1, 2021 and June 30, 2022.

Eligible faculty currently working on an external grant as noted in A.1. must indicate a retirement date on or before August 13, 2021.

4. All retirements submitted between the effective date of the tentative agreement and September 30, 2021 and accepted, are **irrevocable** and the payouts will be conducted in accordance with this side letter.
5. Faculty members shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 17, Section E.2. will be adjusted based upon the table below for retirements submitted between the effective date of the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021, or an effective date of retirement on or before August 13, 2021 if the faculty member is currently working on an external grant.

Days Accumulated	Current Days Paid	Total Days Paid	
		Less than 25 years of service (2.25 factor)	25 or more years of service (2.5 factor)
10 to 74 days	10	Up to 22*	Up to 25*
75 to 149 days	20	45	50
150 to 224 days	30	67	75
225 to 299 days	40	90	100
300 and over	50	112	125

* A faculty member may not get paid out for more sick days than they have accumulated.

E.g., If the eligible faculty member with more than 25 years of service has 20 sick days accumulated, they will be paid 20 days of accumulated sick leave upon retirement.

2. The sick leave payouts noted in Article 17, Section E.2. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement between July 1, 2021 and June 30, 2022.

Days Accumulated	Current Days Paid	Total Days Paid	
		Less than 25 years of service (1.5 factor)	25 or more years of service (1.75 factor)
10 to 74 days	10	Up to 15**	Up to 17**
75 to 149 days	20	30	35
150 to 224 days	30	45	52
225 to 299 days	40	60	70
300 and over	50	75	87

** A faculty member may not get paid out for more sick days than they have accumulated.

E.g., If the eligible faculty member with more than 25 years of service has 10 sick days accumulated, they will be paid 10 days of accumulated sick leave upon retirement.

E. Impact on 25% FTE Limit of Temporary and Regular Part-Time Faculty in Article 11, Section F of the Collective Bargaining Agreement

If the retirement of Regular Faculty under this side letter causes any University to exceed the twenty-five (25) percent FTE limit on employment of Temporary and Regular Part-Time Faculty set forth in Article 11, Section F of the Collective Bargaining Agreement, then the University shall be relieved of the obligation to come into compliance with that Section for the 2021-2022 and 2022-2023 academic years only. The obligation to comply with the twenty-five (25) percent FTE limit will resume for the 2023-2024 academic year.

AGREED on January ____, 2021:

STATE SYSTEM

APSCUF

Daniel Greenstein, Chancellor

Jamie S. Martin, President

Tentative Agreement

Side Letter between APSCUF and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the Association of Pennsylvania State College and University Faculties (“APSCUF”) agree to provide another Coaches Enhanced Sick Leave Program (“the Program”), to encourage coach retirements to be submitted this fiscal year and into the next fiscal year.

A. Program Commencement

1. Current eligible Coaches may participate in the Program in accordance with the provisions in Sections B and C only if the eligible Coach provides notice of retirement between the effective date of the tentative agreement and March 15, 2021 with an effective date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1. or notice of retirement between March 16, 2021 and September 30, 2021 with an effective date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible coaches about the Program after the APSCUF legislative assembly has either voted to approve this side letter or to send it for ratification to the APSCUF Coach membership.
3. The State System will notify State APSCUF no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program.

B. Eligibility

1. Participation in the Program is limited to regular full-time Coaches employed as of the start of the spring 2021 semester. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the Coach qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below, as follows.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age on or before the effective date of retirement.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to July 1, 1997	60	10	Credited Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 1997 – July 31, 2005	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
On/After August 1, 2005	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

C. Individual Coach Provisions

1. An eligible Coach must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1., or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible Coach must indicate in their retirement letter a retirement date on or before June 30, 2021, or on or before June 30, 2022.
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021 and accepted, are **irrevocable** and the payouts will be conducted in accordance with this side letter.
4. Coaches shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 9, Section 1.D.1. will be adjusted based upon the table below for retirements submitted between the effective date of the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current Days Paid	Total Days Paid under the Program	
		Less than 25 years of service (2.25 factor)	25 or more years of service (2.5 factor)

10 to 74 days	10	Up to 22*	Up to 25*
75 to 149 days	20	45	50
150 to 224 days	30	67	75
225 to 299 days	40	90	100
300 and over	50	112	125

* A Coach may not get paid out for more sick days than they have accumulated.

E.g., If an eligible Coach with more than 25 years of service has 20 sick days accumulated, they will be paid 20 days of accumulated sick leave upon retirement.

- The sick leave payouts noted in Article 9, Section 1.D.1. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement between July 1, 2021 and June 30, 2022.

Days Accumulated	Current Days Paid	Total Days Paid	
		Less than 25 years of service (1.5 factor)	25 or more years of service (1.75 factor)
10 to 74 days	10	Up to 15**	Up to 17**
75 to 149 days	20	30	35
150 to 224 days	30	45	52
225 to 299 days	40	60	70
300 and over	50	75	87

** A coach may not get paid out for more sick days than they have accumulated.

E.g., If the eligible coach with more than 25 years of service has 10 sick days accumulated, they will be paid 10 days of accumulated sick leave upon retirement.

AGREED on January ____, 2021:

STATE SYSTEM

APSCUF

Daniel Greenstein, Chancellor

Jamie S. Martin, President

Tentative Agreement

Side Letter between AFSCME and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the American Federation of State, County, and Municipal Employees (“AFSCME”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year.

A. Program

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of the tentative agreement and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or provides notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will notify AFSCME no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below, as follows.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Retirement Age	Years of Service	Type of Service
60	20	Credited Service
Any Age	25	
Any Age with Approved Disability Retirement	5	

- **Credited Service** - Includes years of service credited by retirement plan (SERS/PSERS/ARP). May include purchased service. For employees hired on/after July 1, 2007, credited service is limited to Commonwealth/State System service and, if applicable, purchased military service.

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.) or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021, are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 14, Section 7.a. and Recommendation 14, Section 7.a. will be adjusted based upon the table below for retirements submitted between the effective date of the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300

Over 300 (in last year of employment)	100%	11	100%	11
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2. The sick leave payouts noted in Article 14, Section 7.a. and Recommendation 14, Section 7.a. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement between July 1, 2021 and June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	11	100%	11

AGREED on January ____, 2021:

STATE SYSTEM

AFSCME

Daniel Greenstein
Chancellor

Darrin Spann
Assistant to the Executive Director

Tentative Agreement

Side Letter between OPEIU Healthcare PA and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the Office of Professional Employees International Union Healthcare Pennsylvania (“OPEIU”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year.

A. Program

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of January 20, 2021 and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or provides notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will notify OPEIU no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below, as follows.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Retirement Age	Years of Service	Type of Service
60	20	Credited Service
Any Age	25	
Any Age with Approved Disability Retirement	5	

- **Credited Service** - Includes years of service credited by retirement plan (SERS/PSERS/ARP). May include purchased service. For employees hired on/after July 1, 2007, credited service is limited to Commonwealth/State System service and, if applicable, purchased military service.

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of January 20, 2021 and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.) or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021, are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 11, Section 6.a. and Recommendation 11, Section 6.a. will be adjusted based upon the table below for retirements submitted between the effective date of January 20, 2021 and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300
Over 300 (in last year of employment)	100%	11	100%	11

2. The sick leave payouts noted in Article 11, Section 6.a. and Recommendation 11, Section 6.a. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement between July 1, 2021 and June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	11	100%	11

AGREED on January 20, 2021:

STATE SYSTEM

OPEIU Healthcare PA

Daniel Greenstein
Chancellor

Michael Bodinsky
Executive Director

Tentative Agreement

Side Letter between SPFPA and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the International Union, Security, Police, and Fire Professionals of America (“SPFPA”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year.

A. Program

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of tentative agreement and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or provides notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will notify SPFPA no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program.

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to July 1, 1997	60	15	Credited Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 1997 – June 30, 2004	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 2004 – January 15, 2016	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

- **Credited service** - includes years of service credited by retirement plan (SERS, PSERS, or ARP). May include purchased service.
- **Commonwealth/State System service** – Only includes service with the State System, Commonwealth of Pennsylvania, or approved Commonwealth Agencies. This does not include employment with a public school (pre-K, K-12).

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.), or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021 are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Recommendation 13, Section 7.a will be adjusted based upon the table below for retirements submitted between the effective date of

the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300
Over 300 (in last year of employment)	100%	13	100%	13

- The sick leave payouts noted in Recommendation 13, Section 7.a will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement on or before June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	13	100%	13

AGREED on January __, 2021:

STATE SYSTEM

SPFPA

Daniel Greenstein, Chancellor

Frank Remmick, Assistant Vice President, Local 502

Tentative Agreement

Side Letter between SEIU 668 and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the Service Employees International Union (“SEIU 688”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year.

A. Program

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of January 20, 2021 and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or provides notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will notify SEIU 668 no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below, as follows.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Retirement Age	Years of Service	Type of Service
60	20	Credited Service
Any Age	25	
Any Age with Approved Disability Retirement	5	

- **Credited Service** - Includes years of service credited by retirement plan (SERS/PSERS/ARP). May include purchased service. For employees hired on/after July 1, 2007, credited service is limited to Commonwealth/State System service and, if applicable, purchased military service.

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of January 20, 2021 and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.) or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021, are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 12, Section 7.a. and Recommendation 12, Section 8.a. will be adjusted based upon the table below for retirements submitted between the effective date of January 20, 2021 and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300
Over 300 (in last year of employment)	100%	11	100%	11

2. The sick leave payouts noted in Article 12, Section 7.a. and Recommendation 12, Section 8.a. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement between July 1, 2021 and June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	11	100%	11

AGREED on January 20, 2021:

STATE SYSTEM

SEIU 668

Daniel Greenstein
Chancellor

Stephen Catanese
President

Tentative Agreement

Side Letter between POA and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the PASSHE Officers Association (“POA”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year.

A. Program

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of tentative agreement and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will notify POA no later than March 29, 2021 and October 14, 2021 of all retirements received under this Program.

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below.
 - a. Meeting the required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to July 1, 1997	60	15	Credited Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 1997 – June 30, 2004	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 2004 – January 15, 2016	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

- **Credited service** - includes years of service credited by retirement plan (SERS, PSERS or ARP). May include purchased service.
- **Commonwealth/State System service** – Only includes service with the State System, Commonwealth of Pennsylvania, or approved Commonwealth Agencies. This does not include employment with a public school (pre-K, K-12).

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1 or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.), or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021 are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 13, Section 7.a will be adjusted based upon the table below for retirements submitted between the effective date of the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300
Over 300 (in last year of employment)	100%	13	100%	13

2. The sick leave payouts noted in in Article 13, Section 7.a. will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement on or before June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	13	100%	13

AGREED on January __, 2021:

STATE SYSTEM

POA

Daniel Greenstein, Chancellor

Alan Swartz, President

Tentative Agreement

Side Letter between SCUPA and PASSHE

Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the State College and University Professional Association (“SCUPA”) agree to provide another Enhanced Sick Leave Program (“the Program”), to encourage employee retirements to be submitted this fiscal year and into the next fiscal year. The Program is a one-time event and does not otherwise alter the articles in the current collective bargaining agreement (CBA) regarding sick leave and retirement.

A. Program Commencement

1. Current eligible employees may participate in the Program in accordance with the provisions in Sections B and C only if the eligible employee provides notice of retirement between the effective date of tentative agreement and March 15, 2021 with a retirement date on or before June 30, 2021 to receive a sick leave payout pursuant to Section D.1., or provides notice of retirement between March 16, 2021 and September 30, 2021 with a retirement date between July 1, 2021 and June 30, 2022 to receive a sick leave payout pursuant to Section D.2.
2. The parties agree to inform all eligible employees about the Program.
3. The State System will communicate the names of the program participants to SCUPA no later than March 29, 2021 and October 14, 2021.

B. Eligibility

1. Participation in the Program is limited to permanent full-time employees. Eligibility is subject to verification prior to acceptance of participation in the Program.
2. Participation in the Program requires that the employee qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below.
 - a. Meeting required years of service on or before March 15, 2021.
 - b. Meeting the required age, if applicable, on or before the effective date of retirement.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to July 1, 1997	60	10	Credited Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 1997 – June 30, 2004	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
July 1, 2004 – January 15, 2016	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

- **Credited service** – includes years of service credited by retirement plan (SERS, PSERS or ARP). May include purchased service.
- **Commonwealth/State System service** – Only includes service with the State System, Commonwealth of Pennsylvania, or approved Commonwealth Agencies. This does not include employment with a public school (pre-K, K-12).

C. Individual Employee Provisions

1. An eligible employee must submit a letter of retirement to the President of the University between the effective date of the tentative agreement and March 15, 2021 to receive a payout under Section D.1. or between March 16, 2021 and September 30, 2021 to receive a payout under Section D.2.
2. The eligible employee must indicate in their retirement letter a retirement date on or before June 30, 2021 (to receive a payout under Section D.1.), or on or before June 30, 2022 (to receive a payout under Section D.2.).
3. All retirements submitted between the effective date of the tentative agreement and September 30, 2021 are **irrevocable** upon acceptance, and the payouts will be conducted in accordance with this side letter.
4. Employees shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

1. The sick leave payouts noted in Article 19, Section 6 will be adjusted based upon the table below for retirements submitted between the effective date of the tentative agreement and March 15, 2021 with an effective date of retirement on or before June 30, 2021.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	60%	60
101 to 200 days	40%	80	80%	160
201 to 300 days	50%	150	100%	300
Over 300 (in last year of employment)	100%	13	100%	13

2. The sick leave payouts noted in Article 19, Section 6 will be adjusted based upon the table below for retirements submitted between March 16, 2021 and September 30, 2021 with an effective date of retirement on or before June 30, 2022.

Days Accumulated	Current % Paid	Current Max Days Paid	ESLP % Paid	ESLP Max Days Paid
0 to 100	30%	30	45%	45
101 to 200 days	40%	80	60%	120
201 to 300 days	50%	150	75%	225
Over 300 (in last year of employment)	100%	13	100%	13

AGREED on January ____, 2021:

STATE SYSTEM

SCUPA

Daniel Greenstein, Chancellor

Todd Spaulding, President

Board of Governors
February 4, 2021

SUBJECT: Appointment of Lock Haven University Interim President (ACTION)

UNIVERSITIES AFFECTED: Lock Haven University

BACKGROUND: Information not final at time of publication.

Supporting Documents Included: N/A

Other Supporting Documents Available: N/A

Reviewed by: N/A

Prepared by: Randy A. Goin Jr.

Telephone: (717) 720-4100

Board of Governors
February 4, 2021

SUBJECT: Extension of Cheyney University Presidential Appointment (ACTION)

UNIVERSITIES AFFECTED: Cheyney University

BACKGROUND: On November 13, 2017, the Board of Governors appointed Mr. Aaron Walton as president of Cheyney University of Pennsylvania to serve a term until June 30, 2021. At the time, the University was facing unprecedented financial and operational challenges.

President Walton's leadership and strategic response to address issues of concern raised by the university's accrediting agency—when it directed the university to “show cause” as to why its accreditation should not be withdrawn—contributed significantly to the accreditor's vote in fall 2019 to affirm Cheyney's continuing accreditation.

The University continues to make significant strides under President Walton's leadership to address financial sustainability, restructure the academic program array, rethink operations, and enhance student success metrics. Given continuing efforts to transform the university, the Chancellor and the Cheyney University's Council of Trustees recommends that the Board extends President Walton's appointment to June 30, 2024 in order to ensure continued stability at the institution.

MOTION: That the Board extends the appointment of President Aaron Walton at Cheyney University to June 30, 2024 and authorizes the Chairwoman of the Board of Governors and the Chancellor to execute the necessary documents.

Supporting Documents Included: N/A

Other Supporting Documents Available: N/A

Reviewed by: Board Chair and Chancellor

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