

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

Meeting Minutes

187th Meeting
Thursday, January 24, 2013
Boardroom, First Floor
Administration Building
2986 North Second Street
Harrisburg, PA 17110-1201

9:00 a.m.

ATTENDING

Board of Governors:

Senator Richard L. Alloway, II
Representative Matthew E. Baker
Ms. Jennifer G. Branstetter (designee for Governor Thomas W. Corbett)
Ms. Sara J. Dickson
Mr. Ronald G. Henry
Mr. Jonathan B. Mack
Mr. Joseph F. McGinn
Mr. Guido M. Pichini (Chair)
Mr. Harold C. Shields
Ms. Angela C. Stalneckner (designee for Representative Michael K. Hanna)
Secretary Ronald J. Tomalis
Mr. Robert S. Taylor
Mr. Aaron A. Walton
Mr. David F. Wolfe
Senator John T. Yudichak (via conference call)

Ms. Marie Conley, Ms. Laura E. Ellsworth, Representative Michael K. Hanna, and Ms. Bonnie L. Keener were absent.

Office of the Chancellor:

Dr. John C. Cavanaugh, Chancellor
Ms. Karen S. Ball
Mr. Gary K. Dent
Mr. James S. Dillon
Dr. Peter H. Garland
Dr. James D. Moran
Mr. Leo Pandeladis

In attendance from the Office of the Chancellor: Ginger S. Coleman, Steve R. Dupes, Audrey J. Guistwhite, Kathleen M. Howley, Andrew C. Lehman, Kenneth D. Marshall, Brian A. Mbuu, Cathleen A. McCormack, Michael A. Mottola, Georgia K. Prell, George W. Reid, Victoria L. Sanders, Dean A. Weber, and Eric J. Zeglen.
Jennifer S. Scipioni, PASSHE Foundation.

University Presidents in attendance: Michael A. Driscoll, Allan J. Golden, Interim President, Michelle R. Howard-Vital, Geraldine M. Jones, Acting President, Francine G. McNairy, Cheryl J. Norton, William N. Ruud, David L. Soltz, Marcia G. Welsh, Karen M. Whitney, and Julie E. Wollman.

Dr. Carlos Vargas-Aburto represented President F. Javier Cevallos; Mr. William Hanelly represented President Michael Fiorentino, Jr.; and Dr. Linda L. Lamwers represented President Greg R. Weisenstein.

Numerous faculty members (APSCUF) attended the Board meeting to show their concern as to why a tentative collective bargaining agreement with APSCUF-Faculty has not yet been reached.

Chairman Pichini called the meeting to order at 9:00 a.m.

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

The Pledge of Allegiance was recited by those in attendance.

APPROVAL OF THE MINUTES OF THE MEETINGS

Chairman Pichini noted that the minutes of the October 10, 2012; October 11, 2012; October 24, 2012; November 28, 2012; December 14, 2012; December 20, 2012; and January 11, 2013 meetings were distributed prior to the meeting. Chairman Pichini moved **THAT THE MINUTES OF THE OCTOBER 10, 2012; OCTOBER 11, 2012; OCTOBER 24, 2012; NOVEMBER 28, 2012; DECEMBER 14, 2012; DECEMBER 20, 2012; AND JANUARY 11, 2013 MEETINGS BE APPROVED.**

The motion passed unanimously.

REMARKS OF THE CHAIR

Chairman Pichini welcomed everyone to the Dixon University Center on behalf of the Board of Governors.

Chairman Pichini acknowledged the newest Board member, Senator Richard Alloway, II, who has served in the Senate since 2009 and is a graduate of Shippensburg University.

Chairman Pichini said he was making a slight revision from the order of business and would invite the public comments at this time.

PUBLIC COMMENTS

Dr. Stephen Hicks, APSCUF President, spoke about APSCUF's contract. Dr. Hicks' comments before the Board are attached. (Attachment #1)

Dr. Ken Mash, APSCUF Vice President, spoke about contract negotiations. Dr. Mash's comments before the Board are attached. (Attachment #2)

REMARKS OF THE CHAIR (continued)

Chairman Pichini thanked Dr. Steve Hicks and Dr. Ken Mash for their comments.

Chairman Pichini provided recent changes to the Board membership. Senator Jeffrey E. Piccola retired from a long career in the Legislature, and Mr. C.R. "Chuck" Pennoni resigned from the Board in December 2012.

Chairman Pichini said several resolutions will be presented later in the meeting for the following: three student athletes who were recognized at the national level; Millersville University President, Dr. Francine G. McNairy, who will retire January 25, 2013; and Chancellor John C. Cavanaugh, who is leaving February 28, 2013, to take a new position in Washington.

Chairman Pichini stated the Board conducted several special meetings since the last quarterly Board meeting in October. Two of the meetings were to interview and hire new presidents.

Chairman Pichini mentioned PASSHE will have a new president at Mansfield University and Millersville University. Pending the arrival of the new presidents, Dr. Allan J. Golden continues to serve as interim president at Mansfield and Dr. James E. McCollum will serve as acting president at Millersville.

Chairman Pichini said the Chancellor Search Committee met with several consultants to begin the search for PASSHE's next chancellor. Chairman Pichini mentioned the plan is to begin the process soon, which will involve reaching out to all of the various constituencies for their input.

Chairman Pichini said he attended the December commencement ceremonies at East Stroudsburg University and West Chester University.

Chairman Pichini acknowledged that it has been a very busy time for the Board and PASSHE and, as PASSHE prepares collectively for the start of the spring semester, it is imperative that the negotiations with the faculty union be addressed.

Chairman Pichini reinforced the Board of Governors' commitment to achieve a new collective bargaining agreement with APSCUF that is fair, affordable, and positions the System to continue to provide a quality education to students for years to come. Chairman Pichini said this has been PASSHE's goal throughout the unprecedented process, during which PASSHE has negotiated with all the unions in a single cycle. Chairman Pichini said PASSHE has been successful in achieving that goal with all of the

unions, with the exception of the APSCUF bargaining unit that represents university faculty. Chairman Pichini said all of the agreements that have been reached to date have included an array of cost savings, in many cases, concessions, that have helped to offset the cost of wage and salary increases included in them. He thanked each of the unions for recognizing the enormous challenges facing the System and for partnering with PASSHE to achieve this success. Chairman Pichini said we must remember it is all about the students.

Chairman Pichini said the simple fact is, without the cost savings already achieved through the agreements reached to date and the additional savings the System is seeking through the negotiations with APSCUF, the ability of PASSHE universities to continue to offer quality, affordable education would be and is seriously threatened.

Chairman Pichini mentioned as difficult as these negotiations have been, PASSHE has been able to come to an agreement with APSCUF on a number of very important issues, including wage and salary increases for virtually all faculty this year and in each of the next two years.

Chairman Pichini confirmed there are a small number of issues that have yet to be resolved, but they are significant and PASSHE cannot continue to incur the kinds of cost increases it has been experiencing but must have cost savings. Chairman Pichini said healthcare represents an area where both cost savings and greater fairness to our employees can be achieved has been done with the other unions.

Chairman Pichini mentioned PASSHE is seeking to closely align its healthcare plan with the plan offered by the Commonwealth to nearly 80,000 state employees, including the Governor and his cabinet, as well as nearly one-third of all PASSHE employees. Chairman Pichini said PASSHE has stated this goal repeatedly throughout the negotiations, and has been completely transparent on this matter, even placing a side-by-side comparison of the two plans on PASSHE's public website. He said the unions representing both PASSHE's university health center nurses and campus police and security officers, whose members are covered by the PASSHE-run plan, have agreed to this concept. APSCUF continues to oppose it, without providing any response as to why this is not a reasonable request.

Chairman Pichini affirmed the changes PASSHE proposed would ensure that virtually all PASSHE employees, including nonrepresented managers, administrators, and executives, would receive the same level of healthcare benefits, but also would result in lower premiums for everyone in the plan. Chairman Pichini said most PASSHE employees covered by the plan such as faculty, nurses, police and security officers, and nonrepresented employees pay either 15 percent or 25 percent of the total premium, depending on whether they participate in the System's wellness plan.

Chairman Pichini mentioned PASSHE currently pays more than \$15,000 a year for family coverage under this plan, compared to the Commonwealth plan for family coverage, which costs \$10,140. PASSHE must address that disparity and begin to do so while ensuring greater fairness for all of PASSHE employees.

Chairman Pichini said the enormous financial obligation facing PASSHE in the area of annuitant healthcare also must be addressed, which if allowed to continue unchecked, threatens the System's viability. That obligation currently stands in excess of \$1.4 billion, nearly the equivalent of PASSHE's annual operating budget.

Chairman Pichini acknowledged the Board of Governors has the ultimate responsibility for ensuring the fiscal integrity of the System and acknowledged that the vast majority of PASSHE's costs, nearly 75 percent, are borne by the students and their families. Chairman Pichini said there is a limit to the amount of costs PASSHE can ask students to absorb, especially in areas that are not directly related to the classroom.

Chairman Pichini mentioned the change PASSHE has proposed in annuitant healthcare would begin to address these costs, while providing future employees the option of choosing a defined contribution plan to cover their future retiree healthcare expenses. Employees hired after July 1, 2013, could choose the defined benefit plan, which currently is provided to all eligible retirees. He said the employee would have a choice of either plan, similar to the choice they have now when selecting a pension plan. APSCUF opposes this proposed change, even though it would affect only future employees and would provide those employees an additional choice, while taking nothing away.

Chairman Pichini acknowledged these and other costs unrelated to the classroom, are threatening to strip the universities of their ability to develop and offer new programs students need; to maintain the ones they have now; and to modernize their academic facilities to ensure students receive the kind of educational experiences necessary to assure their success.

Chairman Pichini recognized the System must resolve these issues quickly and fairly so that everyone can get back to working together on what matters most: continuously enhancing the quality of education the students receive.

Chairman Pichini said the Board met in executive session Wednesday, January 23, 2013, from 2:52 p.m. to 4:50 p.m., to discuss personnel and legal matters.

Chairman Pichini turned the meeting over to Chancellor Cavanaugh for his remarks.

REPORT OF THE CHANCELLOR

Chancellor Cavanaugh welcomed everyone to the Board meeting. Chancellor Cavanaugh mentioned this would be his last Board meeting and thanked everyone for the opportunities while at PASSHE. He said he will miss the System and will carry a lot of personal relationships, experiences, and good memories to his duties in Washington, D.C.

Chancellor Cavanaugh said he is concerned for PASSHE as to what will happen in 20-25 years when students who are undergraduates in PASSHE's universities come back as faculty members. Chancellor Cavanaugh questioned what they are going to come back to and how the System can do what must be done to make sure the place they come back to as faculty is the strongest system in the United States.

Chancellor Cavanaugh mentioned he attended the symposium at Shippensburg University where faculty discussed classroom innovations and ways PASSHE could be more supportive. Chancellor Cavanaugh asked how PASSHE can do that in a way that respects the need to be creative and to be able to make decisions about PASSHE's own future. He questioned how everyone can work together to build a better System in a way that respects the collective bargaining unit. Chancellor Cavanaugh confirmed that is the kind of conversation PASSHE is capable of having every day, not only in meet-and-discuss meetings and not just at the bargaining table, but in the classrooms and in meetings on the campuses across the System.

Chancellor Cavanaugh mentioned the visits he made to all the campuses and based on conversations he had with students, faculty, and staff he is sure PASSHE is capable of working together. He said everyone is working for the same goal: to educate the students.

The Chancellor thanked the Board members for all their mentoring and guidance during his time at PASSHE. He also thanked the staff, presidents, and faculty who make the System what it is and provide a good experience for the student.

The Chancellor said he owes an incredible thank you to his wife, Dr. Christine Cavanaugh, without whom he wouldn't get through the day. Chancellor Cavanaugh said they have a wonderful strong partnership and without her support he would not be able to do what he does to make the System a better place.

Chancellor Cavanaugh acknowledged the 118,000 students who made the smartest choice possible in higher education, choosing one of PASSHE's 14 outstanding institutions. He said in his opinion PASSHE's 14 universities are the best asset the Commonwealth has.

Chancellor Cavanaugh's full report to the Board was provided by email. The report includes highlights of system and university activities and accomplishments over the last quarter. (Attachment #3)

At this point, Chancellor Cavanaugh turned the meeting over to the Chairman.

COMMITTEE REPORTS WITH RELATED ACTIONS

A. Academic and Student Affairs Committee

Mr. Walton presented the report on behalf of the Academic and Student Affairs Committee. The Committee reviewed two information items: Update on PASSHE Professional Science Master's (PSM) Initiative; and PASSHE Performance on the National Council Licensure Examination for Nurses (NCLEX).

Mr. Walton noted that the Committee had two action items to recommend to the Board for approval.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE BACHELOR OF ARTS DEGREE IN MULTIDISCIPLINARY STUDIES AT MILLERSVILLE UNIVERSITY OF PENNSYLVANIA.** (Attachment #4)

The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE BACHELOR OF SCIENCE DEGREE IN COMMUNITY HEALTH EDUCATION AT MANSFIELD UNIVERSITY OF PENNSYLVANIA.** (Attachment #5)

The motion passed unanimously.

B. Audit Committee

Mr. McGinn presented the report on behalf of the Audit Committee. The Committee reviewed one information item: Committee Update.

There were no action items to report.

C. External and Public Relations Committee

Mr. Mack presented the report on behalf of the External Relations Committee. The Committee reviewed two information items: Advocacy Update and Legislative Update.

There were no action items to report.

D. Finance, Administration, and Facilities Committee

Mr. Henry presented the report on behalf of the Finance, Administration, and Facilities Committee. The Committee reviewed two information items: Demolition of Burrowes, Lenhardt, and Hobbs Halls, Millersville University of Pennsylvania; and Demolition of McCarthy Hall, West Chester University of Pennsylvania.

Mr. Henry noted that the Committee had three action items to recommend to the Board for approval.

Mr. Henry moved **THAT THE BOARD OF GOVERNORS APPROVE THE ATTACHED UNDERGRADUATE NONRESIDENT TUITION PLANS FOR 2013/14.** (Attachment #6)

The motion passed unanimously.

Mr. Henry moved **THAT THE BOARD OF GOVERNORS APPROVE EAST STROUDSBURG UNIVERSITY'S REQUEST TO BOND FINANCE APPROXIMATELY \$30 MILLION OF THE COST TO REPLACE UNIVERSITY CENTER IN CONJUNCTION WITH THE INFORMATION COMMONS CONSTRUCTION.**

The motion passed unanimously.

Mr. Henry moved **THAT THE BOARD OF GOVERNORS APPROVE EDINBORO UNIVERSITY'S ACCEPTANCE OF A GIFT OF ONE ACRE OF LAND FROM EDINBORO UNIVERSITY SERVICES, INC.** (Attachment #7)

The motion passed unanimously.

E. Human Resources Committee

Mr. Walton presented the report on behalf of the Human Resources Committee. There were no information items to report.

Mr. Walton noted that the Committee had six action items to recommend to the Board for approval.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE REVISIONS TO BOARD OF GOVERNORS' POLICY 1983-01-A: MERIT PRINCIPLES EFFECTIVE, JULY 1, 2013.** (Attachment #8)

The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE REVISIONS TO BOARD OF GOVERNORS' POLICY 1983-14-A: APPOINTING INTERIM AND ACTING CHIEF EXECUTIVE OFFICERS.** (Attachment #9)

The motion passed; two no votes.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE REVISIONS TO BOARD OF GOVERNORS' POLICY 1984-14-A: TERMS AND CONDITIONS OF EMPLOYMENT OF SENIOR POLICY EXECUTIVES, EFFECTIVE JULY 1, 2013.** (Attachment #10)

The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE REVISIONS TO BOARD OF GOVERNORS' POLICY 1985-07-A: MANAGEMENT PERFORMANCE AND REWARD PROGRAM.** (Attachment #11)

The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE BOARD OF GOVERNORS' POLICY 2013-02: EVALUATING THE CHANCELLOR.** (Attachment #12)

The motion passed unanimously.

Mr. Walton noted there was one additional item that was not discussed in the committee meeting on Wednesday, January 23, 2013. The item was revisions to Board of Governors' Policy 2000-03-A: *Conferral of Emeriti Status*.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE REVISIONS TO BOARD OF GOVERNORS' POLICY 2000-03-A: CONFERRAL OF EMERITI STATUS.** (Attachment #13)

The motion passed unanimously.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS' RATIFY THE AGREEMENT WITH SCUPA AND AUTHORIZE THE CHANCELLOR AND THE CHAIRMAN TO EXECUTE THE APPROPRIATE DOCUMENTS.** (Attachment #14)

The motion passed unanimously.

F. Executive Committee

Mr. Walton presented the report on behalf of the Executive Committee. The Committee reviewed one information item: PASSHE Strategic Plan.

Mr. Walton said the Strategic Planning Committee concentrated its activities in three areas during the fall:

1. Refining the role of a system of public universities in the 21st century;
2. Detailing the benefits derived by the Commonwealth through the continuing work of PASSHE; and
3. Being accountable to students, families, and each other while making the case for continued support and investment.

Mr. Walton mentioned the subcommittees have worked hard and developed statements to support each of these three major initiatives. Mr. Walton thanked Mr. Ronald G. Henry, Mr. Harold C. Shields, and President Karen M. Whitney for convening these groups and for their work.

Mr. Walton said during the next month or two a report will be formatted so the rest of the committee can evaluate it and then review it with PASSHE's constituency groups.

There were no action items to report.

BOARD ACTION

Chairman Pichini recognized Zach Zulli, Shippensburg University, the recipient of the Harlan Hill Trophy.

Senator Alloway read into the record a resolution honoring Zach Zulli.

Senator Alloway moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #15)

The motion passed unanimously.

Chairman Pichini recognized Franklyn Quiteh, Bloomsburg University, runner-up for the Harlan Hill Trophy.

Mr. Mack read into the record a resolution honoring Franklyn Quiteh.

Mr. Mack moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #16)

The motion passed unanimously.

Chairman Pichini recognized Bre White, Shippensburg University, NCAA Division II Field Hockey Player of the Year.

Senator Alloway read into the record a resolution honoring Bre White.

Senator Alloway moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #17)

The motion passed unanimously.

Mr. Walton read into the record a resolution honoring C.R. "Chuck" Pennoni.

Mr. Walton moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #18)

The motion passed unanimously.

Representative Baker read into the record a resolution honoring Jeffrey E. Piccola.

Representative Baker moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #19)

The motion passed unanimously.

Chairman Pichini read into the record a resolution honoring Francine G. McNairy.

Chairman Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #20)

The motion passed unanimously.

Chairman Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE TITLE OF CHANCELLOR EMERITUS FOR DR. JOHN C. CAVANAUGH WITH ALL THE RIGHTS AND RESPONSIBILITIES GRANTED AND ASSOCIATED WITH THE TITLE.**

The motion passed unanimously.

Chairman Pichini read into the record a resolution honoring John C. Cavanaugh.

Chairman Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION.** (Attachment #21)

The motion passed unanimously.

ADJOURNMENT

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

ATTEST:

Peter H. Garland
Secretary to the Board

January 24, 2013 – Dr. Steve Hicks', APSCUF President, comments:

I just wanted to frame why we are all here today. A new semester starts Monday, and we still have no agreement – 17 months later. Students and parents are worried. So are my colleagues – but they are worried about the longer run too. They are worried about quality education and multiple issues still on the table speak to that – distance education, class size and yes health care for new hires are factors in the quality of higher education we provide. It is supposed to be our joint endeavor to provide quality education. We are here to let you know that it's important to us; I hope you take this message and help resolve this so we can continue to provide our students quality.

January 24, 2013 – Dr. Ken Mash's, APSCUF Vice President, comments:

Thank you for the opportunity to speak to you today. My name is Ken Mash, and I am a political science professor at East Stroudsburg University. However, I speak to you today in my capacity as the Vice President of APSCUF and as the chair of the faculty negotiations team.

One and a half years ago, Governor Corbett signed off on contracts with the major statewide unions. The unions received modest wage increases in exchange for modest increases in contributions toward health care premiums. At a time of economic distress across the Commonwealth, the Governor called this compromise a "fiscally responsible" contract.

Months after the Governor signed that deal, your faculty were still confronting proposals from the PASSHE team that would have required 36 major concessions in our CBA. These negotiations were never fair.

Today we find ourselves in a situation where we, the faculty, have agreed to similar modest increases as the other major unions are receiving.

Yet, we are still being asked to make concessions that none of the other statewide unions have been asked to make. The Governor was fair with the other unions. We have still not been offered similar fairness.

The fact is that your negotiators have not been fair with us, and no number of op-ed pieces, press releases, and public statements emanating from this building can change that fact.

Faculty members do not want on strike. We want to teach. This is why the faculty team has shoved its frustration aside to return to the table more than forty times over a two year span. It is why we offered binding arbitration. It is why we offered a contract extension. It is why we have already agreed to concessions in the design of our health care plan. It is why some 500 hundred faculty, some of whom woke in the wee hours of the morning to come from as far away as Cal U and Edinboro, are standing in the cold today to ask for your help.

A year and a half ago Governor Corbett set the blueprint for a fiscally responsible fair agreement. The blueprint is there. Your faculty hopes that when we return to the table February 1, we will finally be treated fairly.

Thank you for your attention. And thank you to my colleagues both inside and out for their sacrifice today. Excuse me as I, once again, join my colleagues on the line.



Highlights from the Pennsylvania State System of Higher Education (PASSHE) January 24, 2013

System and University Accomplishments and Other Noteworthy Activities

The **Pennsylvania State System of Higher Education's** Student Business Plan Competition was selected as a finalist in the *University Economic Development Association's Awards of Excellence* competition in the category of innovation and entrepreneurship. The PASSHE competition "represents a best-practice initiative in university-based economic development and is a leading-edge example of campus transformation for economic prosperity," the group said.

California University of Pennsylvania's graduate program in athletic training has been re-accredited through 2016 by the Commission on Accreditation of Athletic Training Education. CAATE is responsible for the accreditation of more than 350 professional (entry-level) athletic training educational programs, and it recently added post-professional athletic training program accreditation. Cal U was the first CAATE-accredited post-professional program and is one of only 16 accredited programs in the United States.

Cheyney University of Pennsylvania President Dr. Michelle R. Howard-Vital was honored by *The Philadelphia Business Journal* as one of its 2012 Women of Distinction. Nearly 300 women were nominated for the award, which this year recognized 31 women for their outstanding professional accomplishments and influence in their communities.

East Stroudsburg University of Pennsylvania President Dr. Marcia G. Welsh will be inaugurated April 6, following a week of activities celebrating the event... At the request of emergency management officials, **ESU** established a mega-shelter to assist citizens from Pennsylvania, New Jersey and New York who were evacuated or were in need of temporary shelter due to Hurricane Sandy. The shelter was located at Koehler Fieldhouse arena with a total of 400 cots, supplies and food available to those in need.

More than 200 neighbors were served by the shelter and over 100 ESU faculty, staff and students volunteered in the shelter.

Edinboro University of Pennsylvania President Dr. Julie E. Wollman was inaugurated Nov. 9. Dr. Wollman Edinboro's 17th President and the first woman to lead the university. As part of the events leading up to Dr. Wollman's inauguration, the campus community collected 3,000 pounds of pencils, paper and other supplies for students at area schools... Taking its nationally recognized status as a "Military Friendly School" to the next level, **Edinboro University** has created a Veterans Success Center to better serve returning vets in their transition to civilian life and higher education attainment.

Indiana University of Pennsylvania has been selected as a participant in the *2012-13 Yellow Ribbon GI Education Enhancement Program*, designed to help veterans pay for their college education. The Yellow Ribbon program, a provision of the Post-9/11 Veterans Educational Assistance Act of 2008, allows colleges and universities to enter voluntarily into an agreement with the Department of Veterans Affairs to fund tuition expenses that exceed the highest public in-state undergraduate tuition rate.

Kutztown University of Pennsylvania President F. Javier Cevallos has been elected to the Board of Directors of the American Association of State Colleges and Universities (AASCU). The Washington-based association comprises more than 400 public colleges, universities and systems whose members share a learning- and teaching-centered culture, a historic commitment to underserved student populations and a dedication to research and creativity that advances their regions' economic progress and cultural development. PASSHE Chancellor Dr. John C. Cavanaugh also serves on the AASCU Board.

Millersville University of Pennsylvania will welcome Dr. John M. Anderson as its next president on April 1. Dr. Anderson is president of Alfred State College in New York and was selected by the Board of Governors in December. He will succeed Dr. Francine G. McNairy, who will retire tomorrow after serving as Millersville's president for nearly a decade... **Millersville University** has received the annual *2012 INSIGHT Into Diversity Higher Education Excellence in Diversity Award*. The award is given by *Insight* magazine to colleges that showcase outstanding commitment to diversity and inclusion in their faculty, staff, suppliers and students.

Shippensburg University of Pennsylvania has finalized work on its Academic Master Plan's mission, goals and objectives and has started the process of updating its strategic plan for the next five to seven years... **Shippensburg University** received two awards from the University Professional and Continuing Education Association's (UPCEA) Mid-Atlantic Region. Dr. Gerald Fowler, associate professor of educational leadership, received an individual award while the university's bachelor of social work degree completion program earned an award for program development.

By posting an 18.4 percent improvement in black student graduation rates from 2004-10, **Slippery Rock University of Pennsylvania** is now ranked eighth in the nation among public institutions showing substantial gains, according to *The Education Trust*... **SRU** is the only public university in Pennsylvania to be named a College of Distinction and is featured on *CollegesofDistinction.com*, a website dedicated to honoring schools nationwide for excellence in student-focused higher education.

West Chester University of Pennsylvania's Bachelor of Science in respiratory care program, offered in conjunction with Bryn Mawr Hospital, has maintained ongoing compliance with the accreditation standards of the Commission on Accreditation for Respiratory Care.

Fundraising, Grants, Gifts and Other Awards

Bloomsburg University of Pennsylvania associate professor of chemistry Mark Tapsak has received a \$164,000 grant from Dexcom of San Diego, Calif., and a \$115,000 award from Intellectual Ventures of Bellevue, Wash., to fund separate research projects. This is the second year Tapsak has received funding from Dexcom to study ways of preparing new polyurethane materials for use on the company's transcutaneous glucose sensor. The Intellectual Ventures project has multiple objectives, all related to the chemical modification of lignin, a waste produced in large quantities by the paper and pulping industry... **BU** associate professor of environmental, geographical and geological sciences Brett McLaurin received a \$37,000 grant from the U.S. Geological Survey to conduct a STATEMAP project in cooperation with the Pennsylvania Geological Survey and the Pennsylvania Department of Environmental Protection. The project will assess hydrogeology and groundwater conditions in advance of anticipated Marcellus gas drilling. It will focus on the LaPorte area of Sullivan County... Associate professor of nursing Joan Miller received a \$25,000 grant from the Central Susquehanna Community Foundation to support the Students Overcome and Achieve Running/Walking program, known as SOAR. Approximately 65 middle and high school students from the Berwick Area School District are participating in the program, a collaboration among BU, the Berwick School District and the local community designed to help students achieve physical fitness and social well-being through regular exercise under the supervision of adult mentors... **Bloomsburg University** alumni Terry Zeigler, president and CEO of Datacap Systems Inc. of Chalfont, and his wife, JoAnn Schultz Zeigler, are challenging alumni and friends of Bloomsburg University to donate a total of \$100,000 through the Zeigler Henry Carver Fund Challenge. The Zeiglers will match new or increased donations to the Henry Carver Fund, the university's annual fund, if the total amount of the challenge is raised by June 30. The annual fund supports student scholarships; student, faculty and staff research and travel; student programming; and opportunities for students to network and engage with alumni.

Fourteen faculty and staff at **California University of Pennsylvania** received grant awards totaling more than \$2.7 million during the fourth quarter of 2012. Among the largest of the awards are a five-year grant totaling \$1.8 million from the U.S. Department of Education to prepare pre-service and in-service teachers, principals and paraprofessionals to meet the needs of English-language learners; \$284,754 from the U.S. Department of Education for student support services; \$200,000 from the Library of Congress for the Teaching with Primary Sources program; and \$189,175 to the Government Agency Coordination Office from the Defense Logistics Agency for the Procurement Technical Assistance program.

Clarion University of Pennsylvania premiered its Golden Eagle Scholarship for transfer and adult students during the fall semester. Awards to 101 Pennsylvania students totaled \$65,500. Students who meet financial and academic criteria may qualify to receive up to \$750 per academic year.

Sanofi Pasteur awarded the **East Stroudsburg University** Foundation \$300,000 to acquire appropriate scientific instrumentation and to increase student scholarship support at ESU. The instrumentation will allow and support the enhancement and modernization of faculty/student research and course curricula primarily in science, technology, engineering, and mathematics (STEM)... **ESU's** Athletics Department held its annual Athletic Scholarship Auction in November raising more than \$15,000 for athletic scholarships for future student-athletes at ESU.

Indiana University of Pennsylvania's Computer Science Department has received \$231,000 from the National Science Foundation for the Cyber Catch Scholarship Program. The program will award 40 scholarships to IUP students who have not decided on a major but show an interest in computer science with a concentration in information assurance. The program also will award funds to 16 students transferring from area community colleges into IUP's information assurance program.

Kutztown University of Pennsylvania's Latino Business Resource Center received a \$50,000 contribution from National Penn Bank to continue and expand the center's assistance to Reading's Latino entrepreneurs. The Latino business resource center provides several services to help local Latino citizens create and run their own businesses. Latino entrepreneurs working with the LBRC are provided with business consulting, education and research and business tools in a bilingual format to help them develop thriving businesses.

The Mansfield Auxiliary Corporation will donate \$101,365 for student scholarships. MAC was formed in 2009 to assist **Mansfield University of Pennsylvania** in the construction of replacement student housing on the MU Campus... **Mansfield University** has received a \$50,000 grant from State Farm to fund improvements in technology and teaching capabilities in the Computer Information Science Department. A portion of the funding already has been used to outfit a state-of-the art laptop lecture classroom in Elliott Hall.

The **Lock Haven University** Foundation received a \$25,000 donation from Capstone Development Partners, LLC, to establish a scholarship program for students living on campus. The group developed the Fairview Suites student housing facility.

Millersville University of Pennsylvania's *Soar to Greatness* capital campaign exceeded its \$85 million goal. The campaign reflects Millersville's ambition to support the goals of higher education, ensuring that opportunities are continued and improved.

The **Shippensburg University** Foundation has set a \$45 million goal for *Charting the Course, Lighting the Way — The Campaign for Shippensburg University*, the largest such effort in the group's history. ABC News Anchor Bob Woodruff was the keynote speaker for the kickoff event. Among the major goals of the campaign are to fund endowments for student scholarships, faculty chairs, professorships and faculty research; to support programs such as the Joint Undergraduate Student/Faculty Research Program, the Wood Honors Program, the Center for Entrepreneurial Leadership and a Community Service Center; and to help fund renovations to the fourth floor of Old Main and Stewart Hall, and to create a performance exercise science lab, a stock exchange trading room, a Rare Book Room in Ezra Lehman Memorial Library and lighted athletic fields.

Slippery Rock University of Pennsylvania has received a \$25,000 grant from the Alcoa Foundation for enhancements to its safety management laboratories... The Storm Harbor Equestrian Center, **SRU's** facility providing multidisciplinary professional preparation and research through equine assisted activities for individuals with disabilities, received a \$20,000 grant from Alcoa to construct a "Sensory Trail" at the campus facility. Once completed, the new facility will be called the "Alcoa Foundation Transition Trail" and used for horseback riding, walking and biking, principally by people with disabilities... Pittsburgh artist Tim Kaulen has donated his work titled *Iron Horseman*, a steel sculpture that will be on permanent display at the Stone Harbor Equestrian Center.

West Chester University of Pennsylvania has received a \$250,000 gift from Dr. Sandra Mather, WCU alumnus and former faculty member, to support the renovation of the university's planetarium... The university received a \$165,000 grant from Brandywine Communications Technologies to support psychology professor Eleanor Brown's research on the impact of poverty-related stress on early childhood development... Professor Marc Gagne received a federal grant from the Smithsonian Astrophysical Observatory for \$116,000, with \$98,317 coming to WCU and \$17,683 going to the co-investigator at the University of Wisconsin... **WCU** received \$25,210 from the Lehigh Valley Community Foundation in support of the Raymond Cryder Conducting Scholarship and \$61,400 from the Clarence Schock Foundation for the Clarence Schock Foundation Scholarship... Maury and Joyce Hoberman donated \$25,000 to the School of Music.

The **PASSHE Foundation** received private philanthropic contributions totaling \$172,544 during the first half of the fiscal year – 49 percent of its goal for the year. The funds will be used predominantly to provide scholarship support to PASSHE students. The Foundation plans to award more than \$300,000 in scholarship and academic program support to PASSHE students and PASSHE universities in 1012-13.

University and Community Partnerships

Bloomsburg University of Pennsylvania's College of Education is working with the superintendents of three school districts – Berwick Area, Central Columbia and Bloomsburg – to establish a STEM (Science, Technology, Engineering and Mathematics) Magnet Program at BU. This new program, scheduled to open in fall 2013, will allow high-achieving high school juniors and seniors to get a head start on a college career in the STEM disciplines

California University of Pennsylvania has finalized articulation agreements with Ivy Bridge College for business administration (general concentration) and accounting; Douglas Education Center for graphic design; ITT Technical Institute for justice studies; and Pittsburgh Technical Institute for business administration. The office also renewed the preferred agreement with Westmoreland County Community College.

Cheyney University of Pennsylvania recently hosted James Kimonyo, ambassador of the Republic of Rwanda, to explore the possibility of a joint study-abroad partnership with Rwandan collegiate institutions. Kimonyo first collaborated with Cheyney in August,

when he co-sponsored an International Conference on Democratic Governance with Cheyney University Center City.

Clarion University of Pennsylvania's Student Association and the Clarion Foundation Inc. each contributed \$25,000 to the Clarion Hospital capital campaign. The goal of the campaign is to re-establish radiological care for cancer patients in the Clarion area. The \$4.2 million campaign will cover the cost of a CT scanner and MRI for detecting cancer, and a linear accelerator, which administers radiation to cancer cells... **Clarion University's** Department of Library Science is partnering with the Library of Congress to conduct interviews for the *Veterans History Project*. Established in 2000 by act of Congress, the VHP seeks to compile "a lasting legacy of recorded interviews, memoirs and other documents" that chronicle the wartime experiences of veterans and other citizens.

East Stroudsburg University of Pennsylvania's Department of Athletic Training has developed strategic relationships with local school districts, universities and health care systems throughout the Pocono Region to provide external funding for athletic training graduate assistantships. Some examples include affiliations with East Stroudsburg Area School District, St. Luke's University Network, Geisinger Health Systems, Lehigh Valley Performing Arts and Wilkes-Barre/Scranton Penguins. Over the past five years, the department has acquired \$1.7 million in external funding for 109 graduate assistants. These externally funded assistantships support significantly increased program recruitment and contribute to high retention and graduation rates... **ESU**, in cooperation with the Pocono Mountains Visitors Bureau, Pennsylvania CareerLink and the Pocono Mountains Economic Development Corporation, developed a website in December to promote holiday shopping in the Pocono Region. The campaign, titled *Made in the Poconos – Gifts for the Holiday*, clearly identified regional businesses with unique gift options and was a reminder to the local community that they should consider shopping locally.

Mansfield University of Pennsylvania recently hosted representatives of several Chinese universities, led by Xing Yongmin, president of Inner Mongolia University of Technology, and officials from the organization that governs their student exchange programs. The visit was designed to explore the expansion and enhancement of MU's existing exchange program, bringing Chinese exchange students to Mansfield and sending MU students and faculty to China... **Mansfield University** and Mill Cove, Inc., have formalized their working relationship related to the development and use of the Mill Cove Environmental Area. Under the terms of the agreement, the university and Mill Cove will work together to promote, publicize and utilize the area as an ecological experiment station for teaching and research for MU students and faculty.

West Chester University of Pennsylvania professors Melissa Reed and Christine Karpinski work with the Borough of West Chester and Activate Chester County, a collaboration among hospitals, health and recreation organizations, school districts, municipalities and YMCAs across Chester County, to reduce obesity rates in Chester County... The **WCU** Center for Healthy Schools is partnering with the PA American Cancer Society to sponsor the Pennsylvania School Health Leadership Institute on July 11 and 12. The Institute is designed to strengthen the quality of education through a healthy learning environment.

Student, Faculty and Staff Recognition

A group of **Bloomsburg University of Pennsylvania** students raised \$1,300 to benefit Ronald McDonald House of Danville's Camp Dost. The week-long summer camp, which is open to ill children and their families, is held at Camp Victory, Millville. Twenty junior and senior mass communications majors in the *Public Relations: Cases and Problems* class taught by professor Richard Ganahl participated... The Honor Society of Phi Kappa Phi — the nation's oldest and most selective collegiate honor society for all academic disciplines — recognized **Bloomsburg University's** chapter of Phi Kappa Phi as a Chapter of Merit. The award is given to chapters that excel in recognizing and promoting academic excellence in all fields of higher education and engaging the community of scholars in service to others.

California University of Pennsylvania professor Dr. William Biddington has been appointed to the NCAA Division II Academic Requirements Committee. The committee reviews the NCAA's constitution and bylaws, makes legislative recommendations to the NCAA Management Council and considers waivers of initial eligibility and progress toward degree requirements... **Cal U.** head softball coach Rick Bertagnolli will be inducted into the National Fastpitch Coaches Association Hall of Fame at the NPCA's 2013 convention. He has guided Cal U to 17 NCAA tournament appearances, 14 PSAC West regular-season titles and five PSAC tournament championships.

Clarion University of Pennsylvania student Payge Crock received a certificate of merit from the Kennedy Center American College Theater for her costume design for the production of *Edges*. Crock's award represents the department's 51st Kennedy Center Award in the past 10 years

Edinboro University of Pennsylvania music professors Dr. Patrick Jones and Dr. Kristine West Denton performed recently at the United States Navy Band's International Saxophone Symposium on the campus of George Mason University in Fairfax, Virginia.

Indiana University of Pennsylvania anthropology professor Amanda Poole has been selected as an Appalachian Teaching Fellow for the upcoming academic year. The Appalachian Teaching Project offers students the opportunity to conduct active community-based research on their campuses. Poole will be responsible for teaching and administering the project at IUP.

Kutztown University of Pennsylvania professors Dr. Heather Leah Ryerson Fountain and Dr. Carrie Yvonne Nordlund will receive awards from the National Art Education Association for their exceptional contributions to art education. Fountain, associate professor of art education and curriculum chair of Kutztown's undergraduate art education program, will receive the Council for Exceptional Children, VSA Peter J. Geisser Special Needs Art Educator Award. Nordlund, associate professor of art education and treasurer for the executive board of the NAEA women's caucus, will receive the NAEA's Eastern Region Higher Education Art Educator Award. The eastern region consists of 12 U.S. states, the District of Columbia, seven Canadian provinces and the Overseas Art Education Association... **Kutztown University** professor of social work Dr. Janice Gasker has been named Pennsylvania's Social Worker of the Year by the

Washington, D.C.-based National Association of Social Workers. Gasker was honored at ceremonies at the organization's Annual Leadership Meeting in Valley Forge.

Mansfield University of Pennsylvania's Student Chapter of the American String Teachers Association has been named "Outstanding Student Chapter" in the nation for 2013. Members of the Mansfield chapter and faculty adviser Professor Kenneth Sarch will receive the award at the ASTA national convention that will be held next month in Providence, Rhode Island.

Eight students from **Millersville University of Pennsylvania** earned top honors at the 2012 Annual Association of Independent Corrugated Converters (AICC) Student Packaging Design Exchange held in November... Two students from **Millersville University's** chapter of the Public Relations Student Society of America accepted the *Star Chapter Award* at this year's national conference held in San Francisco. The award recognizes chapters for meeting specific chapter and professional development goals... The Technology and Engineering Education Collegiate Association chapter at **MU** received seven awards at the annual TEECA Eastern Regional Conference in Virginia Beach... **Millersville University** assistant professor of educational foundations Dr. Tiffany Wright has been named an Emerging Leader of 2012-2013 by Phi Delta Kappa International, one of the largest education associations in the world with thousands of members dedicated to improving the field.

Shippensburg University of Pennsylvania senior Joshua Lang is the recipient of the 2012 Student Veterans of America (SVA) *Student Veteran of the Year* award. Founded in 2008, SVA is a non-profit coalition of more than 700 student veteran organizations on college campuses globally to provide military veterans with the resources, support and advocacy needed to succeed in higher education and following graduation... **Shippensburg University** student athletes won top individual national awards in their respective sports. Quarterback Zach Zulli won the Harlon Hill Trophy as the top player in NCAA Division II football, while Bre White was named the 2012 Longstreth/National Field Hockey Coaches Association Player of the Year. Running back Franklyn Quiteh of **Bloomsburg University of Pennsylvania** finished third in the Harlon Hill voting. Zulli, a junior, led all divisions of college football this season with 54 touchdown passes, which tied the Division II single-season record... White, also a junior, recorded multiple points in all but six of 18 regular season games before helping the Raiders advance to the NCAA semifinals, where she was named to the 2012 All-Tournament Team. White has been named to the All-PSAC West First Team unit and to the NFHCA First Team All-American squad in all three of her collegiate seasons... Efforts by members of the **Shippensburg University** athletics department to raise awareness of organ donation have received recognition in a national publication. A recent edition of *NATANews*, the publication of the National Athletics Trainers' Association, includes an article about Wes Mallicone, director of sports medicine for the university, and the liver transplant that saved his life.

A five-member team of **Slippery Rock University** computer science majors was awarded the *Best Interview* title at the recent Supercomputing Conference hosted in Salt Lake City. The team comprised Carter Danko of Canfield, Ohio; Robert Lindenberg of Delmont; Kyle Messner of New Bloomfield, James Mullen of Franklin; and Michael Tasota of Monroeville... Four **SRU** sport management students took first place in the

inaugural Sports Entertainment and Venues Tomorrow Conference Case Study Competition hosted by the University of South Carolina sport and entertainment management department. The team comprised Kristopher Nolt of Stevens, Kyle Heiden of Reading, Michael Perhosky of Scott Township and David Riederer of Cranberry Township.

Executive Summary of New Degree Program Proposal
Bachelor of Arts Degree in Multidisciplinary Studies
Millersville University of Pennsylvania
January 23, 2013

1. Appropriateness to Mission

Millersville University of Pennsylvania (MU) proposes to create a new undergraduate Bachelor of Arts in Multidisciplinary Studies (MDST). The proposed curriculum, which is a direct response to changing social and marketplace realities, draws on existing departmental curricular strengths and affords students the opportunity to enroll in a program designed to match multi-disciplinary career interests with workforce needs.

The proposed MDST major is intended to meet the needs of returning adult learners, transfer students, and existing students seeking new curricular opportunities with a coherent yet flexible multidisciplinary curriculum.

Millersville University seeks to apply its traditional institutional strengths in meeting the educational and employment needs of the citizens of the Commonwealth. As an institution, MU shares the Pennsylvania State System of Higher Education (PASSHE) commitment to prepare students for diverse professional opportunities while remaining mindful of the need for curricular integrity, flexibility within learning and delivery options for students in higher education, and retention and graduation rates, found in programs of academic and national distinction. The proposed program is reflective of transformation as outlined in PASSHE's Strategic Directions in that it provides MU with an opportunity to, "...expand programs and services designed to enroll, retain and graduate non-traditional students." In addition, MU seeks to ensure that students graduate with the combination of knowledge and skills needed to succeed in their chosen careers. Given the dynamics of emerging workforce needs, MU anticipates that this major will not only benefit students who may be underserved, it will have tangible benefits for the Commonwealth as well. Combining creativity, flexibility, and academic rigor, the proposed major will create student-centered options for individuals majoring in and graduating from high-need academic programs that meet workforce needs.

Delivery methods will include face-to-face and online courses, as appropriate.

2. Need

The proposed program meets (student) market demands as well as workforce needs.

The following student markets that this program targets include:

- Adult re-entry students, including recent re-admits (numbers of transfer and non-traditional age students are both increasing).
 - Seventeen-and-a-half percent of PA adults ages 25-64 have some college but no degree (1,174, 146). Another 8.53 percent have an associate degree (570,475). Millersville University has seen a growth of non-traditional students in the past five years (14 percent to 16 percent).

- Community College transfer students with or without an earned associate's degree (a population likely to grow as a result of Pennsylvania's transfer legislation and the Prior Learning Assessment initiatives).
 - Harrisburg Area Community College's Lancaster, York, Gettysburg, Lebanon, and Harrisburg campuses, which are located within less than an hour commute, enroll more than 19,000 students and comprise over 40 percent of MU transfer students.
- Current "undeclared" students or those changing majors seeking new educational directions that can be completed without increasing time to graduation.
 - 117 transfer students were undeclared in Fall 2011
- Honors students and other high-achieving students particularly attracted to pursuing challenging programs that cross traditional boundaries and provide innovative expertise and perspectives.
- Freshmen attracted by the flexibility that this program will provide.

The U.S. Bureau of Labor Statistics projects that employment growth will be concentrated in interdisciplinary areas such as service-related industries, professional and business services, health care, scientific and technical consulting, computer systems design, and employment services.

The Pennsylvania CareerLink lists the following High Priority Occupations for PA (including the projected annual openings):

- Medical and Health Services Managers (511)
- Sales Representatives (2041)
- Compensation, Benefits, and Job Analysis Specialists (181)
- Training and Development Specialists (339)

Regionally, CareerLink data for the Lancaster Local Workforce Investment Area reflect similar statewide demand as outlined below:

- Medical and Health Services Managers is projected to grow 9.4 percent through 2016 and provide 25 annual openings.
- Sales representatives, including scientific and technical, is also an area of regional growth producing 100 annual openings.

Additional annual openings for the Lancaster and surrounding regions, followed by annual openings:

- Cost Estimators (115)
- Insurance Sales Agents (88)
- Training and Development Specialists (72)
- Insurance Underwriters (43)

To illustrate how a student might use the proposed MDST major to align with their particular career trajectory in accordance with the above workforce needs, the following multi-disciplines might be chosen:

- A selected science discipline (biology, chemistry, earth science, or physics) track combined with the Business Management track for those interested in careers as Medical and Health Services Managers;

- The Applied Engineering Technology Management track and the Entrepreneurship track might be selected for those interested in careers as Cost Estimators.

3. Academic Integrity

The 120 credit-hour curriculum is divided into three constituent parts: The MDST major which comprises 39 credits; General Education requirements of 45 credits; and 36 credits of Electives. The 39 credit major requirements includes two Core Program Tracks consisting of 18 credits each (which can be likened to choosing two focused minors) and a three credit faculty-directed Capstone Experience Course.

National data on the importance that employers place on critical skills (written and oral communication, critical thinking and analytic reasoning, applied knowledge in real-world settings, complex problem solving, and ethical decision making) support that the requirements for this program will prepare students with the skills they need to succeed in the 21st century workforce.

Content integration, academic rigor, and learning across disciplines are key attributes of the major. Curricular flexibility will be augmented by careful faculty advisement to align career interests with workforce needs as well as assure timely graduation. Rigor is embedded in defined levels of course work and learning outcomes leading to the integrative capstone experience. The subject/discipline specific learning outcomes are derived from existing learning outcomes for the disciplines comprising the new program. Additional learning outcomes in liberal education and integrative learning will be assessed using rubrics specifically tailored to the major.

The proposed major has four clearly-articulated objectives and accompanying indicators. The objectives are:

- Students will be able to accomplish broad intellectual inquiry and meaningful integration of knowledge in a degree that reflects their individual interests and skills.
- Students will be provided with a coherent yet flexible multidisciplinary curriculum.
- Students will be able to acquire (on a continuing basis) knowledge in broad categories of intellectual, artistic, and scientific fields, and understand the relationship between these areas of knowledge.

The overall management of the program will be the responsibility of the Program Coordinator (a faculty member) with oversight by the MDST faculty curriculum committee. The Program Coordinator will report to the Associate Provost for Academic Administration in a model that has worked very successfully with MU's University Honors College.

The proposed curricular design allows students and faculty to craft customized programs to respond to emerging workforce needs in areas such as those listed in the Need section of the Executive Summary. To give an idea of what additional MDST majors might look like, the following list of potential Core Program tracks and an associated occupational area are provided:

- Health Sciences and Business (healthcare administration)
- Special Education and Social Work (disability and human services)
- Earth Science/Hydrology and Business (Water Resource Management)
- Business Marketing and Foreign Languages (International Business)
- Social Work and Spanish (social services with immigrant populations)
- Science discipline and art (scientific illustration)
- Science discipline and journalism (science journalism)

Program requirements are aligned with existing University standards and its mission and goals as a regional public university.

4. Coordination/Cooperation/Partnerships

Ten PASSHE institutions offer undergraduate majors under the category of “Interdisciplinary Studies,” “General Studies,” or “Liberal Studies.” Though these programs vary in requirements and curricular components, they share an intentional emphasis on reaching across existing departmental and programmatic boundaries. More than 2,000 PASSHE students are enrolled in these majors. Millersville University's proposal builds on the university's own curricular and programmatic strengths, but also recognizes that students may craft novel programs by accessing specialized courses at other PASSHE institutions (especially online). It is inherent in the nature of such programs that success can be achieved only through purposeful coordination across the entire campus. It is also anticipated that many students in the program will fulfill their capstone requirement through community-based research and service, which will further connect Millersville students and faculty to needs in the local community.

5. Assessment

Formal and informal assessment of learning outcomes will occur throughout the program of study. The learning outcomes comprise both discipline-specific content (derived from the associated fields of study) and extended liberal arts learning outcomes (derived from the American Association of Colleges and Universities (AACU) Values Rubrics, particularly the rubric on “Integrative Learning”). The initial interview in which the student presents their rationale, need, and curricular plan; the exit interviews with the Coordinator; and the capstone presentation and evaluation by the Curriculum Committee, will provide opportunities to measure students' abilities to: 1) make connections across disciplines; 2) integrate knowledge, methodologies and solve complex problems; 3) understand the context(s) of intellectual and social issues; and 4) connect experiences with academic fields of study.

The Program Coordinator will have responsibility for leading the five-year program review, including strategic planning, the self-study, and external review.

6. Resource Sufficiency

Implementation of the new major will utilize existing courses, minors and concentrations already established within academic units. The only direct additional costs will be a partial reassignment for a tenured faculty member to serve as Program Coordinator and the costs of additional independent study credits for those who use this route to

satisfy the capstone requirement. Student demand for additional courses resulting from this program will be met using program revenues.

The required resources are relatively small as no new courses, or faculty, are required to offer this program.

7. Impact on Educational Opportunity

This proposed major is grounded in MU's shared commitment that more students (both traditional and non-traditional) can benefit from a high-quality baccalaureate degree that affords increased curricular flexibility that honors students' past educational achievements, aligns with their current career passions, and meets current and emerging workforce demands. The diversity of the student body will be further enriched by increasing enrollments of returning adult students, transfer students, and honor students.

Prepared by: Dr. Dennis B. Downey, Professor and Director of the University Honors College

Submitted by: Dr. Vilas A. Prabhu, Provost and Vice President for Academic Affairs

Implementation date: Fall, 2013

Date approved by Council of Trustees: December 19, 2012

FIVE-YEAR BUDGET PROJECTION

UNIVERSITY: Millersville University
 PROPOSED PROGRAM: BA Multidisciplinary Studies

ESTIMATED REVENUES	Year 1		Year 2		Year 3		Year 4		Year 5	
	Existing	New	Existing	New	Existing	New	Existing	New	Existing	New
Projected University E&G <i>and/or</i> Tuition	33,960	25,470	93,390	123,105	152,820	199,515	186,780	258,945	203,760	301,395
External Grants and Contracts	0	0	0	0	0	0	0	0	0	0
Other										
TOTAL REVENUE	\$59,430		\$216,495		\$352,335		\$445,725		\$505,155	
ESTIMATED EXPENSES	Year 1		Year 2		Year 3		Year 4		Year 5	
Salaries and/or benefits (Faculty and Staff, Grad Asst Stipend/ Waiver)	8,470	24,710	33,933	59,443	52,432	86,812	62,008	105,811	70,831	124,510
Learning resources										
Instructional Equipment										
Facilities and/or modifications										
Other		1,500		1,500		1,500		1,500		1,500
TOTAL EXPENSES	\$34,680		\$94,876		\$140,744		\$169,319		\$196,841	
DIFFERENCE (Rev.-Exp.)	\$24,750		\$121,619		\$211,591		\$276,406		\$308,314	
ESTIMATED IMPACT OF NEW PROGRAM	Year 1		Year 2		Year 3		Year 4		Year 5	
Full-time Headcount Enrollment	4	1	11	5	18	8	22	10	24	11
Part-time Headcount Enrollment	0	4	0	19	0	31	0	41	0	49
Projected Annual Credits Generated	120	90	330	435	540	705	660	915	720	1065
Total New Tuition Generated	\$25,470		\$123,105		\$199,515		\$258,945		\$301,395	

ESTIMATED REVENUES	NARRATIVE/ASSUMPTIONS
Projected University E&G <i>and/or</i> Tuition	Based on current undergraduate resident tuition (\$268/credit) plus technology fee (\$15/credit).
External Grants & Contracts	None are anticipated
Other	
ESTIMATED EXPENSES	
Salaries and/or benefits (Faculty and Staff, Grad Asst Stipend/ Waiver)	Includes: 3 credit AWA fall and spring for director (\$16,140 annual); Individualized Instruction credits are assumed for all seniors at \$533 for 3 credits (capstone); Courses costs are estimated assuming average class size of 33 and Instructor II salary; Secretarial costs are estimated at \$100/enrolled major; Overall, 79% of estimated costs are directly associated with regular course instruction.
Learning Resources	
Instructional Equipment	
Facilities and/or modifications	
Other	Misc. expenses associated with managing office.
ENROLLMENT	
Full-time Headcount Enrollment	Estimate by year 3 that 9 existing students (students who would otherwise be here) will declare major (1 freshman, 3 sophomores, 5 juniors) and 4 new or saved students will declare major (1 freshman, 1 sophomore, 2 juniors). Average retention rates between years are used to compute progressions and total enrollments.
Part-time Headcount Enrollment	All part time students are assumed to be new enrollments. Estimates of total are conservative: by year 3, 5 new sophomores and 10 new juniors/seniors will declare annually. Average retention rates (correcting for lower credit count) between years are used to compute progressions and total enrollments.
Projected Annual Credits Generated	Credits are calculated using 15 credits/semester for full time enrollments and 7.5 credits per semester (average) for part-time enrollments.

**Executive Summary of New Degree Program Proposal
Bachelor of Science in Community Health Education
Mansfield University of Pennsylvania**

January 23, 2012

1. Appropriateness to Mission

The Health Sciences Department at Mansfield University of Pennsylvania proposes a new Bachelor of Science (BS) degree in Community Health Education that is designed to prepare graduates who will promote the health of individuals and communities in the region and the nation. Although the Mansfield University of Pennsylvania (MU) program will emphasize rural health issues, graduates will be prepared to work in a variety of health-related settings. Health educators work in medical settings, colleges and universities, public health departments, nonprofit organizations, and private businesses. Entry-level health educator positions generally require a bachelor's degree.

Professional health educators encourage healthy lifestyles and wellness by educating individuals and communities about behaviors that can prevent diseases, injuries, and other health problems. According to the American Association for Health Education, the purpose of health education is to promote, "...the health behavior of individuals and communities as well as the living and working conditions that influence their health." By focusing on prevention, health education reduces the financial and human costs that individuals, employers, families, insurance companies, medical facilities, communities, the state, and the nation would spend on medical treatment.

The proposed Mansfield University Community Health Education program is aligned with the Pennsylvania State System of Higher Education (PASSHE) Strategic Directions as well as Mansfield University's Mission and Strategic Plan in that its graduates will serve others and improve individual and community health. It will support efforts to place the highest priority on the betterment of our students and the citizens of the Commonwealth. It facilitates higher incomes of graduates as well as improved health outcomes for Pennsylvanians. The program also directly supports the Pennsylvania Department of Health's mission, "...to promote healthy lifestyles, prevent injury and disease, and to assure the safe delivery of quality health care for all Commonwealth citizens." Achieving such goals requires the teamwork of various health practitioners working with educators and community health specialists.

2. Need

The World Health Organization (WHO) indicates a growing need for health educators on a global perspective. The global health workforce is facing a severe workforce crisis with critical shortfalls. Data signify that there is a national, state, and regional need for health educators. The U.S. Bureau of Labor Statistics indicates that employment of health educators is expected to grow by 37 percent, which is faster than the average for all occupations through 2020. According to the PA Center for Workforce Information and Analysis, there were 40 job openings advertised online for health educators on January 9, 2012 alone. There were also 665 job openings advertised online for the

related occupation group of community and social service workers in Pennsylvania on the same date. The Center further predicts that the long-term growth for Health Educators in Pennsylvania will be substantial. According to the US Bureau of Labor Statistics, the Philadelphia area, from which MU draws many of its students, has one of the highest employment levels for this occupation.

Regionally, the healthcare community is undergoing major changes outside of healthcare reform. Laurel Health System (LHS, based in Tioga County) has merged with the larger Susquehanna Health System (based in Lycoming County). This merger will bring new opportunities into the region, as the two healthcare systems work together to bring more coordinated care to the area. Increased access to top medical specialists, expansion of services in local communities, and the establishment of a community health foundation are among the major benefits of the new partnership. Community health improvement will be another area of focus. According to the LHS, one of the most significant, positive benefits of this partnership will be the creation of The Laurel Health Foundation, a \$21 million resource for long-term financial support of healthcare in Tioga County. In addition, LHS will work cooperatively with other resources in the community such as the Partnership for Community Health to improve the health status of the residents of Tioga County.

A partial list of agencies and specific organizations that employ graduates with degrees in community health education are listed below with some examples of job titles (in addition to Community Health Educator) in parentheses:

- Area Agencies on Aging
- Chesapeake Energy (Health and Wellness Educator)
- Child Development Centers (Family Health Counselors)
- Community or Regional Health Centers (Health Educators or Counselors; Director of Health Promotion, Education, and Outreach)
- Community Health Partnerships (various community health educator positions)
- County (& other Government) Human Resource Departments (Wellness Coordinator)
- Fitness Centers (Personal Health Coaches)
- Health System Wellness Centers
- Health Maintenance Organizations
- Health Insurance Companies (Health and Wellness Coach)
- Hospitals and Community health Departments (On-Call Health Educators)
- Home Health Care/Hospice Organizations
- Humana (Health Educators)
- Long-Term Assisted Living Facilities
- Nursing Homes
- Nutrition Clinics (Patient counselors)
- Public Health Departments (Community HIV Educator)
- Rural Health Clinics
- Universities (Student Health Promotion Specialists, Assistant Directors of Student Health)
- Veterans Administration Hospitals & Health Centers (Health Educators)

- Women's Health Centers

Research indicates that the challenges faced by health care providers and patients in rural areas are often different from those in metropolitan areas. Economic factors, cultural and social differences, educational limitations, lack of recognition of rural health issues by policy makers, and the isolation of living in remote settings all add to the challenge of leading a healthy lifestyle in rural America where prevalence rates for many diseases are higher than in metropolitan areas. According to the National Rural Health Association, only about 10 percent of physicians practice in rural America despite the fact that nearly one-fourth of the population lives in rural settings. Rural residents tend to be poorer. Abuse of alcohol and use of smokeless tobacco are significant problems among rural youth. Rural residents have higher rates of some chronic illnesses. Because it can be difficult to obtain care, health problems in rural residents may be more serious by the time they are diagnosed. The rural health educator can bridge that gap by communicating to the providers the needs of community members, providing quality health promotion and disease prevention information to community members, and serving as an information link between their communities and providers to increase appropriate utilization of available preventive health services.

Supporting letters attached to the full proposal document the strong potential for employment of program graduates in regional healthcare systems that serve northern Pennsylvania and the southern tier of New York. Letters of Support include: Laurel Health System, Arnot Health, and Guthrie Healthcare System to include Troy Community Hospital.

3. Academic Integrity

The 120 credit hour program has clearly identified program objectives and articulated student learning outcomes. The curriculum aligns well with Board of Governor's related Academic Policies.

The goals of the federal Healthy People 2020 plan and principles of rural health are used as a foundation for the Community Health Education curriculum. Program graduates will be prepared to sit for the Certified Health Education Specialist (CHES) exam. The CHES examination is a competency-based instrument used to measure possession, application, and interpretation of knowledge in the seven areas of responsibility for health education specialists.

The program has two overarching goals:

- Prepare graduates who will promote the health of individuals and communities in the region and the nation.
- Provide an environment that promotes excellence and professionalism, and a commitment to lifelong learning for students and faculty.

Student learning outcomes are fully aligned with the seven Certified Health Education Specialist (CHES) certification exam competencies:

- Assess the need for health education for individuals, communities, and health professionals.
- Identify factors that promote or hamper relevant learning by individuals, communities, and health professionals.
- Plan health promotion programs for health professionals and the public (individuals and communities) using evidence-based strategies.
- Implement health promotion programs for health professionals and the public (individuals and communities) using evidence-based strategies.
- Evaluate health promotion programs for health professionals and the public (individuals and communities) using evidence-based strategies.
- Practice as a health educator within professional, legal, and ethical guidelines.
- Serve as a health education resource professional.

4. Coordination/Cooperation/Partnerships

The program is primarily face-to-face and community-centered in its delivery. It complements and shares resources across Mansfield University's health-related areas of study. However, there may be opportunities to share online courses in health and health education with other PASSHE universities. The program is designed to have cross and interdisciplinary aspects, which is viewed as a particular strength. Mansfield University has long-standing relationships with local health care organizations to place students in field experiences. These include the Tioga County Partnership for Community Health, the North Central PA Area Health Education Center (AHEC), the Guthrie Health System, and the Laurel Health System (now becoming a part of the Susquehanna Health System). Coordination, cooperation, and partnership within the program and across the region are essential components of the university's health care education initiatives.

5. Assessment

Assessment of learning outcomes is an integral part of a continuous improvement process for the proposed program. Student learning outcomes are well defined at both the program and course levels. Relevant data will be collected from course assignments, including examinations, analysis of case studies, specific written assignments, papers, and presentations embedded in courses. Well-defined rubrics will be used by faculty to assess the evidence related to each learning outcome. Faculty will be expected to show how the curriculum supports the seven areas of responsibility and competencies of the National Commission for Health Education Credentialing professional standards. They also must indicate how well student learning outcomes were met, what assignments and teaching techniques were used, and what course improvements were made based on outcome data as part of the program's annual report. All programs are required to report annually to the Dean and Provost on assessment of learning outcomes and improvement actions taken if deficiencies in meeting student-learning outcomes are identified.

The Society for Public Health Education (SOPHE) and the American Association for Health Education (AAHE) have formed a Baccalaureate Program Approval Committee

(SABPAC) as a joint committee of the two organizations. Mansfield University will pursue approval from this recognized committee as the program is implemented.

6. Resource Sufficiency

No additional facilities or equipment are needed to begin implementation of the program. The Department of Health Sciences and several other relevant departments noted in the full proposal already have faculty qualified to instruct relevant courses, and most of the classes necessary for the curriculum are already in place. Five additional courses will be introduced to complete the curriculum over a multi-year period. An additional tenure-track faculty member will be hired to teach in the Nutrition Program if the proposal receives approval. The budget projection and narrative that follows on pages 4 and 5 clarifies the resource efficiency of the proposed program.

7. Impact on Educational Opportunity

The program will provide an important curricular option for all students, including those targeted in Mansfield's increased diversity recruitment efforts. Mansfield University attracts a diverse and often underserved student population. Forty-seven percent of students are from low income families, and forty-three percent are first-generation students. The program will be of interest to our numerous first-generation students as a clear pathway to an attainable career goal. This program will substantially increase opportunities for both the region's rural students and the growing number of minority students attracted to Mansfield University.

Prepared by: Dr. Janeen Sheehe, Chair, Department of Health Sciences; and Dr. Peter A. Keller, Provost and Senior Vice President for Academic Affairs

Implementation date: Fall 2013

Date approved by Council of Trustees: November 28, 2012

FIVE-YEAR BUDGET PROJECTION

UNIVERSITY: Mansfield University

PROPOSED PROGRAM: BS Community Health Education

ESTIMATED REVENUES	2012-13 Rates	YEAR 1 - 2013/14		YEAR 2 - 2014/15		YEAR 3 - 2015/16		YEAR 4 - 2016/17		YEAR 5 - 2017/18	
		Existing	New	Existing	New	Existing	New	Existing	New	Existing	New
Tuition - Assume In-State 12/13 Rates	\$6,428	\$0	\$77,136	\$57,852	\$128,560	\$134,988	\$128,560	\$212,124	\$128,560	\$237,836	\$128,560
Fees - Assume In-State 12/13 Rates	\$2,498	\$0	\$29,976	\$22,482	\$49,960	\$52,458	\$49,960	\$82,434	\$49,960	\$92,426	\$49,960
External Grants & Contracts		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL REVENUE		\$107,112		\$258,854		\$365,966		\$473,078		\$508,782	
ESTIMATED EXPENSES		YEAR 1 2012-13		YEAR 2 - 13/14		YEAR 3 - 14/15		YEAR 4 - 15/16		YEAR 5 - 16/17	
Salary and Benefits		\$90,199		\$90,199		\$180,398		\$180,398		\$180,398	
Learning Resources	\$100	\$1,200		\$2,900		\$4,100		\$5,300		\$5,700	
Instructional Equipment		\$0		\$0		\$0		\$0		\$0	
Facilities and/or modifications		\$0		\$0		\$0		\$0		\$0	
Other		\$2,500		\$2,500		\$2,500		\$2,500		\$2,500	
TOTAL EXPENSES		\$93,899		\$95,599		\$186,998		\$188,198		\$188,598	
DIFFERENCE (Rev. - Exp.) before appropriation		\$13,213		\$163,255		\$178,968		\$284,880		\$320,184	
ESTIMATED IMPACT OF NEW PROGRAM		YEAR 1 - 12/13		YEAR 2 - 13/14		YEAR 3 - 14/15		YEAR 4 - 15/16		YEAR 5 - 16/17	
FTE Enrollment			12	9	20	21	20	33	20	37	20
Projected Annual Credits Generated	30	360		870		1,230		1,590		1,710	
Tuition Generated		\$77,136		\$186,412		\$263,548		\$340,684		\$366,396	
8/28/2012											

ESTIMATED REVENUES	NARRATIVE/ASSUMPTIONS
Tuition & Fees	The 2012-13 in-state tuition/fees are used for projection of revenue. Fees include all mandatory fees including Activity Fee and Fitness Center Fee; while these are not E&G fees they provide additional resources to the university as a whole and allow the university to redirect E&G revenue that would not have been available without these funds.
External Grants & Contracts	Mansfield University's Grants Development Office is exploring the possibility of grants to help support the development and implementation of this program. However, no grant funds are assumed in the proposed budget.
ESTIMATED EXPENSES	
Salary/Benefits	The Department of Health Sciences and other relevant departments noted in the proposal currently have faculty qualified to instruct courses in this program, and most of the classes necessary for the curriculum are already in place. It is anticipated that five courses will need to be added to complete the curriculum. An additional tenure-track faculty member will be hired to teach in the Nutrition Program if the proposal receives approval; this position is budgeted at an Asst. Prof. step 4. We have also projected the possibility of having to add another faculty member or pay overload in years 3-5; this has also been budgeted at an Asst. Prof Step 4.
Learning Resources	Learning resources for this program are calculated at \$100/student per year.
Instructional Equipment Facilities and/or modifications	No additional facilities or equipment are needed to support the proposed program. No facility modifications are necessary to support the proposed program.
Other	\$2500 annually for faculty development
ENROLLMENT	
FTE PROJECTIONS	Anticipate 12 new and 6 existing students for fall 2013. Project 20 additional FTE in subsequent years. Student retention rates of 72.4% between the first & 2nd year, 80% in year 2 and 95% in yr. 4, with all students graduating in 4 years.
Projected Annual Credits Generated	Full time range = 12-18; for this calculation assume 1 annual FTE equivalent to 30 credits per AY

Pennsylvania State System of Higher Education
2013/14 Undergraduate Nonresident Tuition Plans
For Consideration by the Board of Governors, January 24, 2013

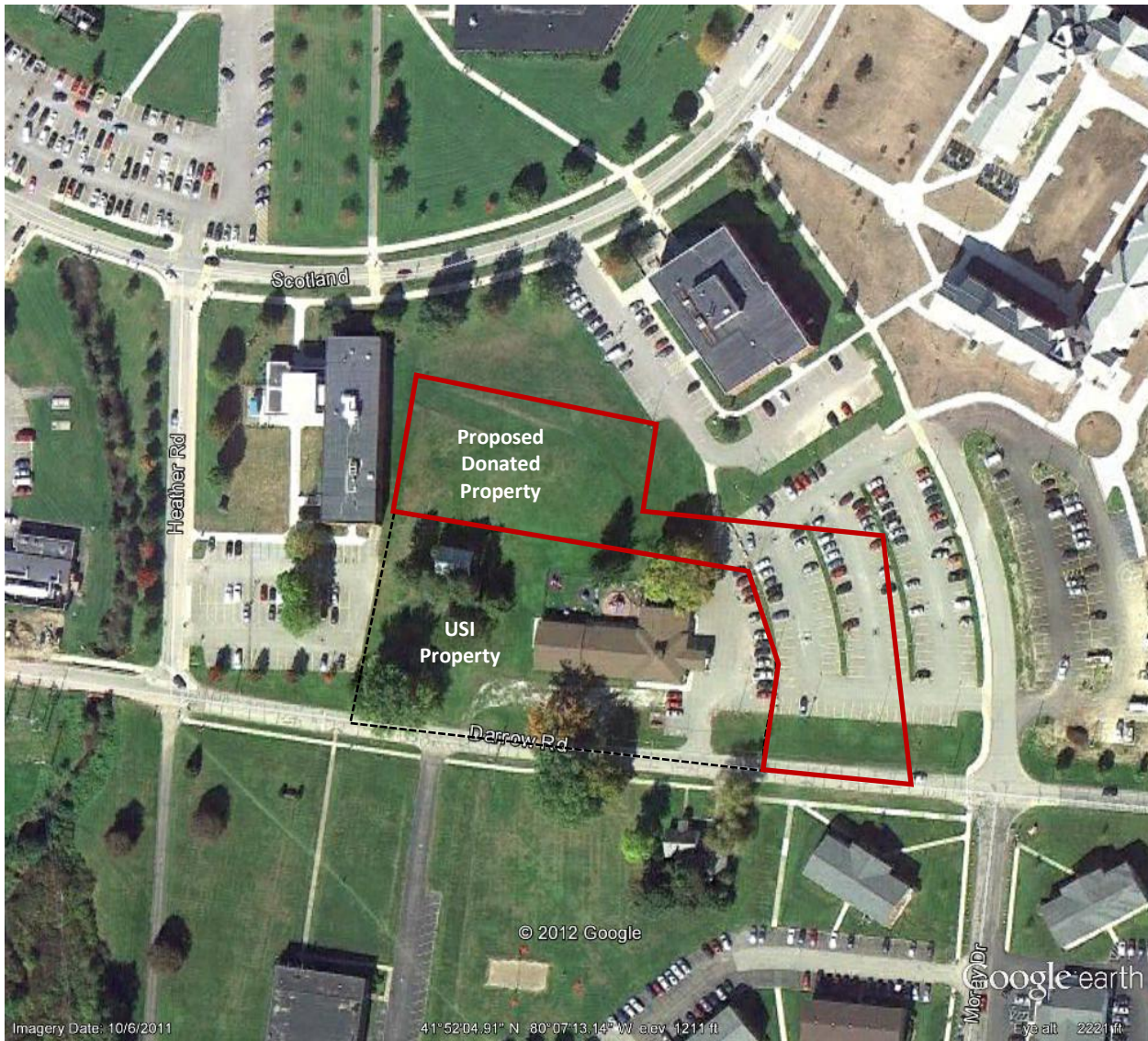
Bloomsburg University	Continue to charge 250% of the resident rate to all nonresident students.
California University	Charge 150% of the resident rate to domestic nonresidents from all states. Charge 195% of the resident rate to all international students.
Cheyney University	Continue to charge 165% of the resident rate to all nonresident students.
Clarion University	Continue to charge 150% of the resident rate to all nonresident students.
East Stroudsburg University	Continue to charge 150% of the resident rate to high-achieving domestic nonresident science and technology majors (biology, chemistry, computer science, mathematics, and physics). Charge 175% of the resident rate to international students in cohort programs from Global Partner Universities. Continue to charge 250% of the resident rate to all other nonresident students.
Edinboro University	Continue to charge 150% of the resident rate to all nonresident students.
Indiana University	Charge 170% of the resident rate to all first-time freshmen and transfer students admitted to the main campus from Indiana, Michigan, New Jersey, Ohio, Virginia, and West Virginia; and any out-of-state student with a high school cumulative GPA of at least 3.0 out of 4.0 or any transfer student with a GPA of at least 3.0 out of 4.0. Current undergraduate students will be charged the rate in place when they entered. Continue to charge 250% of the resident rate to all other domestic nonresidents. Charge 170% of the resident rate to all newly admitted international students entering under the terms of an established academic agreement. Charge 130% of the resident rate (and increase 5% per year until 150% of the resident rate is reached) to all students in the Southwestern University of Finance and Economics (China) partnership. Continue to charge 250% of the resident rate to all other international students.
Kutztown University	Continue to charge 150% of the resident rate to domestic nonresident students with a high school GPA of at least 3.25 out of 4.0 and an SAT score of at least 1100. Charge 200% of the resident rate to domestic nonresident students with a high school GPA of at least 3.0 out of 4.0 and an SAT score of at least 1000, or transferring with a minimum of 48 credits and a cumulative GPA of 3.0 out of 4.0 from higher education institutions attended. A minimum cumulative GPA must be maintained, and a minimum of 24 credits must be successfully completed each academic year. The reduced rate remains in effect for four years for first-time freshmen or is prorated for transfer students based on the number of transferable credits (but not longer than three years). Charge 250% of the resident rate to all nonresidents during summer and winter sessions. Charge 250% of the resident rate to all other nonresident students.
Lock Haven University	Charge 200% of the resident rate to domestic nonresident students with a high school GPA of at least 3.25 out of 4.0. Continue to charge 250% of the resident rate minus \$2,000 to all other domestic nonresident students. Charge 250% of the resident rate to all international students.
Mansfield University	Continue to charge 165% of the resident rate to all New York and New Jersey residents. Charge 250% of the resident rate to all other nonresident students.

Millersville University	<p>Charge 200% of the resident rate for eight semesters to domestic nonresident students entering the university within a STEM major (Science, Math, Nursing, Computer Science, Applied Engineering, and BSE programs in those areas) and a combined Math and Critical Reading score on the SAT of at least 1000 or a score of at least 21 on the ACT. Students will be required to maintain good academic standing and maintain enrollment in a STEM program. The reduced rate remains in effect for eight semesters. Charge 175% of the resident rate to domestic nonresident students with a combined Math and Critical Reading score of at least 1200 on the SAT or a score of at least 26 on the ACT, or who are in the top 10% of their high school class with a combined score of Math and Critical Reading of at least 1000 on the SAT or a score of at least 21 on the ACT. Students must maintain good academic standing. The reduced rate remains in effect for eight semesters. Continue to charge 250% of the resident rate to all other nonresident students.</p>
Shippensburg University	<p>Continue to charge 150% of the resident rate to transfer students from five neighboring Maryland community colleges with dual admission agreements. Charge 175% of the resident rate to high performing students who earn a 1200 SAT or better, or graduate in the top 10% of their class (renewal is based upon performance); and to students who select a STEM or STEM Education major, as long as they stay in the selected major. Charge 225% of the resident rate to all other nonresident students.</p>
Slippery Rock University	<p>Charge 150% of the resident rate to nonresident freshmen with a high school GPA of at least 3.0 out of 4.0, or transferring with a cumulative GPA of 3.0 out of 4.0 on all postsecondary coursework, or returning nonresidents with a GPA of at least 2.5 out of 4.0. Continue to charge 200% of the resident rate to all other nonresident students.</p>
West Chester University	<p>Continue to charge 250% of the resident rate to all nonresident students.</p>
Marine Science Consortium	<p>Continue to charge 150% of the resident rate to all Delaware, Maryland, and Virginia residents. Charge 250% of the resident rate to all other nonresident students or the applicable tuition rate that the student is assessed by his/her PASSHE university.</p>

Pennsylvania State System of Higher Education
2012/13 Undergraduate Nonresident Tuition Plans
As Approved by the Board of Governors, January 19, 2012

Bloomsburg University	Continue to charge 250% of the resident rate to all nonresident students.
California University	Continue to charge 160% of the resident rate to domestic nonresidents from all states. Charge 250% of the resident rate to all international students.
Cheyney University	Charge 165% of the resident rate to all nonresident students.
Clarion University	Charge 150% of the resident rate to all nonresident students.
East Stroudsburg University	Continue to charge 150% of the resident rate to high-achieving domestic nonresident science and technology majors (biology, chemistry, computer science, mathematics, and physics). Charge 250% of the resident rate to all other nonresident students.
Edinboro University	Continue to charge 150% of the resident rate to all nonresident students.
Indiana University	Charge 170% of the resident rate to all first-time freshmen and transfer students admitted to the main campus from Indiana, Michigan, New Jersey, Ohio, Virginia, and West Virginia; and any out-of-state student with a high school cumulative GPA of at least 3.0 out of 4.0 or any transfer student with a GPA of at least 3.0 out of 4.0. Current undergraduate students will be charged the rate in place when they entered. Continue to charge 250% of the resident rate to all other domestic nonresidents. Charge 125% of the resident rate (and increase 5% per year until 150% of the resident rate is reached) to all students in the Southwestern University of Finance and Economics (China) partnership. Continue to charge 250% of the resident rate to all other international students.
Kutztown University	Charge 150% of the resident rate to domestic nonresident students with a high school GPA of at least 3.25 out of 4.0 and an SAT score of at least 1100. Charge 200% of the resident rate to domestic nonresident students with a high school GPA of at least 3.0 out of 4.0 and an SAT score of at least 1000, or transferring with a minimum of 48 credits and a cumulative GPA of 3.0 out of 4.0 from higher education institutions attended. A minimum cumulative GPA must be maintained, and a minimum of 24 credits must be successfully completed each academic year. The reduced rate remains in effect for four years for first-time freshmen or is prorated for transfer students based on the number of transferable credits (but not longer than three years). Charge 250% of the resident rate to all nonresidents during summer and winter sessions. Continue to charge 250% of the resident rate to all other nonresident students.
Lock Haven University	Continue to charge \$2,000 less than the maximum rate to all domestic nonresident students. Charge 250% of the resident rate to all International students.
Mansfield University	Continue to charge 165% of resident rate to all New York and New Jersey residents. Charge 250% of the resident rate to all other nonresident students.
Millersville University	Continue to charge 250% of the resident rate to all nonresident students.

Shippensburg University	Continue to charge 150% of the resident rate to transfer students from five neighboring Maryland community colleges with dual admission agreements. Charge 175% of the resident rate to high performing students who earn a 1200 SAT or better, or graduate in the top 10% of their class (renewal is based upon performance); and to students who select a STEM or STEM Education major, as long as they stay in the selected major. Charge 225% of the resident rate to all other nonresident students.
Slippery Rock University	Continue to charge 150% of the resident rate to nonresidents with a GPA of at least 3.0 out of 4.0. Charge 200% of the resident rate to all other nonresident students.
West Chester University	Continue to charge 250% of the resident rate to all nonresident students.
Marine Science Consortium	Continue to charge 150% of the resident rate to all Delaware, Maryland, and Virginia residents. Charge 250% of the resident rate to all other nonresident students or the applicable tuition rate that the student is assessed by his/her PASSHE University.



**Aerial View of Property Proposed for Donation
Edinboro University of Pennsylvania**



PA State System of Higher Education Board of Governors

Effective: July 1, 1983

Policy 1983-01-A: Merit Principles

See Also:

Adopted: May 23, 1983

Amended: July 15, 1987, October 9, 1997 January 24, 2013

A. Purpose

The purpose of these provisions is to establish general personnel policy, consistent with the merit principles described herein, by which the Office of the Chancellor and State System universities shall operate under 24 P.S. § 20-2006-A (8). The policy is not intended to restrict flexibility, discourage innovation, or create any unwarranted regulatory burden within the State System of Higher Education. The chancellor, as chief executive officer, shall administer the merit principles.

B. Personnel management should be implemented consistent with the following merit principles:

1. Recruitment shall be from qualified individuals from appropriate sources in an endeavor to achieve a work force from all segments of society; and selection, and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition that assures all receive equal opportunity.
2. Fair treatment of applicants and employees in all aspects of personnel administration without regard to one's status in a legally protected class, as defined by federal or state law, and with regard to constitutional rights.
3. Employees shall be protected from coercion for partisan political purposes and are prohibited from using their employee authority to interfere with or affect an election or a nomination for office.
4. Employees shall be retained on the basis of their performance. Substandard performance shall be corrected and employees who cannot or will not improve their performance to meet required standards shall be separated.

5. Employees shall maintain high standards of integrity, conduct, and concern for the mission of the State System of Higher Education.
1. Discipline of merit-covered employees shall be consistent with the merit principle standards set forth in this policy.

C. Management Personnel Policies

The chancellor shall ensure the development and implementation of a procedure/standard regarding general personnel policies for management personnel.

D. Scope for Requests for Review of Final Discipline

Merit principles requests for review of final discipline as outlined in this Policy shall apply only to nonrepresented, non-probationary employees who occupy management positions (classification 190 and below) who are not part of a bargaining unit within the State System of Higher Education. Merit principles requests for review of final discipline as outlined in this Policy shall not apply to executive leadership, strategic leadership, and tactical/senior professional positions (managers in classification 200 and above), now existing or hereinafter created, within the State System of Higher Education. Furloughs and job abolishment decisions are not subject to this policy.

E. Definitions

Abandonment—employee's failure to report to work for a period of five consecutive working days without giving advance notice of absence to the appointing authority.

Appointing Authority—the university president or the chancellor of the State System of Higher Education or their designees.

Appointment—a new hire into a position of employment in the State System of Higher Education.

Discipline—suspension, involuntary demotion, or termination of an employee for reasons relating to conduct or performance. Discipline shall not include a temporary or permanent furlough/job abolishment, a formal or informal reprimand, or a suspension with pay pending the outcome of a fitness-for-duty evaluation or an investigation.

Discriminatory Reason—unlawful discrimination because of one's status in a legally protected class, as defined by federal or state law.

Final Determination—the last written determination made before the action takes effect.

Furlough—the termination of an employee's employment either for a specified period of time or permanently as part of a reduction in workforce effort.

Involuntary Demotion—the movement or reclassification of an employee from a position classification to another position classification assigned to a lower pay grade level. Such movement may result in an involuntary reduction in an employee's wages and benefits.

Non-Probationary Employee—any employee who has completed any prescribed probationary period or extension of probationary period related to their appointment and/or promotion.

Promotion—an increase in wages and benefits accrued as the result of a movement or reclassification to a position having a higher level of wages and benefits than the employee's current position.

Suspension—the temporary removal of an employee from his/her official duties for disciplinary reasons or pending investigation of an employee's fitness to continue in employment.

Termination—the permanent removal of an employee from employment with the State System of Higher Education.

F. Employee Discipline

1. Appointing authorities may discipline employees for inadequate performance, up to, and including, termination.
2. The appointing authority may place an employee on an interim suspension without pay without prior notice and an opportunity to be heard, provided that written notice of the basis for the interim suspension and other contemplated action, and an informal opportunity to be heard with respect thereto, is afforded to the employee within a reasonable time thereafter.
3. An employee may be suspended not more than 30 days pending investigation of the employee's fitness to remain in employment. If no cause for disciplinary action is found, then the action shall be purged from the employee's personnel file and any lost pay and benefits retroactively restored. If cause is found, then the suspension, if appropriate, may be converted to disciplinary action.
4. Furlough does not constitute disciplinary action. Decisions and actions resulting in the furlough of employees are not reviewable under this policy.

G. Notice to Employee

1. **Notice Prior to Discipline.** Before any final determination is made to discipline an employee, the appointing authority shall provide the employee with advance written notice of the potential basis for the contemplated action, as well as an informal opportunity to be heard with respect thereto. Following such written notice and informal opportunity to

be heard, the appointing authority shall make its final determination in the matter.

2. **Notice of Discipline.** Notice of termination, including termination by abandonment, involuntary demotion, suspension, or any other disciplinary action issued to employees, shall include a clear statement of the reasons sufficient to apprise the employee of the nature and grounds upon which the action is based.

H. Review of the Appointing Authority's Notice of Final Discipline

1. **Timeliness and Form.** An employee covered by the scope of this policy and alleging a violation may request a review of the appointing authority's notice of final discipline. This request must be made in writing not more than 20 calendar days after the appointing authority has given notice of the discipline. The employee shall state clearly and concisely the grounds for the appeal, the facts relied upon to support the appeal, and the relief the employee seeks. When the appointing authority is a university, an employee alleging a violation of this policy may request review by the chancellor. When the appointing authority is the chancellor, an employee alleging a violation of this policy may request review by the Chair of the Board of Governors.
2. **Dismissal.** Requests for review that do not conform to the requirements stated in this section may be dismissed without a review.
3. **Violations.** With regard to any violation of this merit principles policy, so long as such violation would not constitute a violation of the applicable laws or provisions of the constitutions of the United States or the Commonwealth of Pennsylvania, such violation shall not, in and of itself, constitute a basis for the reversal or invalidation of any decision regarding disciplinary or other adverse action taken by any appointing authority. In the event that violation is also a violation of an applicable provision of federal or Commonwealth law or constitutional provision, the remedy intended by this merit principles policy is not to in any way be construed as in excess of the remedy that would otherwise be required by the applicable law or constitutional provision.

I. Review

The chancellor or his/her designee shall provide a written explanation of the reason for the final decision to the employee. Prior to issuing a final determination, the chancellor or his/her designee shall conduct a hearing for university employees and the Executive Committee of the Board of Governors shall do so for Office of the Chancellor employees.

J. Special Rules of Hearing Procedures

1. **Procedure.** Hearings shall conform to the procedural requirements of the Administrative Agency Law, 2 Pa.C.S.A § 101 *et seq.*
2. **Conduct of Hearings.** The chancellor or his/her designee shall conduct hearings for university employees and the Executive Committee of the Board of Governors shall do so for Office of the Chancellor employees who appeal a decision or action taken by the chancellor. The chancellor and Executive Committee are hereby authorized to retain hearing officers to conduct hearings and issue recommendatory adjudications.
3. **Burden of Proof.** In cases involving discipline, the appointing authority shall have the burden of proof and the burden of going forward to establish its case by a preponderance of the evidence. Where an employee makes a claim of discriminatory action as the basis for discipline, the employee shall have the burden of proof and the burden of going forward to establish a *prima facie* case. If the *prima facie* case is established by the employee, the burden shall then shift to the appointing authority to prove by a preponderance of the evidence that discipline was imposed for a non-discriminatory reason.
4. **Order of Hearings.** Hearings shall be conducted according to the following procedure:
 - a. The party having the burden of going forward shall present its case, utilizing witnesses and such other evidence as may be relevant to establish a *prima facie* case.
 - b. At the conclusion of the moving party's case-in-chief, the presiding officer, upon motion or in response to an opposing party's motion to dismiss, shall determine whether the party has met its burden.
 - c. If the party has met its burden, the opposing party shall then present a defense or otherwise rebut the moving party's case by such evidence as may be relevant. At the conclusion of both presentations, the presiding officer may allow each party to present such other evidence as may be relevant. Each party shall be allowed reasonable cross-examination of the opposing party's witnesses.
5. **Standard of Proof.** The standard of proof shall be that of a preponderance of evidence. The term "preponderance of evidence" shall mean evidence sufficient to convince a reasonable mind that a matter is more likely than not true.
6. **Evidence.** The parties shall not be bound by the formal rules of evidence in the adjudication of cases; however, all evidence must be inherently

reliable to qualify for admission to the record of the case. Hearsay evidence shall not be used to establish any material fact.

7. **Discovery.** The employee shall have the opportunity to review his/her personnel file and any documentation that was used for, or to support, the disciplinary action at issue. There shall be no other discovery.
8. **Motion Practice.** Motions shall be considered for the following purposes, but not limited to:
 - a. dismissing complaints for lack of timeliness, failure to state a violation of policy, or lack of specificity;
 - b. requesting a continuance, extension, or other delay of proceedings;
 - c. seeking relief or clarification concerning any other procedural matter; and
 - d. issuing of *subpoenas duces tecum*.
9. **Pleadings and Exhibits**
 - a. All briefs and motions shall be typewritten and double spaced on 8 ½ x 11-inch paper with a one-inch margin, and shall be limited to 50 pages. Case captions and attorneys' addresses and telephone numbers shall appear on all pleadings.
 - b. Pleadings and exhibits in which factual matters are averred shall be signed by the party filing it.
 - c. Pleadings shall be filed in duplicate with the prothonotary, accompanied by certificates of service.
 - d. An electronic copy of all pleadings and exhibits (if practicable) shall be provided to all parties.
10. **Service of Pleadings.** The Request for Review shall be submitted via first class U.S. Postal Service. All other pleadings may be served by personal service; first class U.S. Postal Service; facsimile; or via electronic mail (email).
11. **Representation.** Employees may represent themselves or be represented by attorneys. Attorneys shall file praecipes of appearance.

K. Implementation

The chancellor and Executive Committee may make such rules as may be necessary to implement this policy.

L. Supersession

Except as otherwise provided, these procedures supersede the General Rules of Administrative Practice and Procedure, 1 Pa. Code § 31.1 *et seq.*

M. Witnesses and Production of Evidence

The Board of Governors or its designee may compel the appearance of witnesses and production of evidence by *subpoenas duces tecum* in accordance with § 520 of the Administrative Code of 1929, 71 P.S. § 200.

N. Leave for Attendance at Hearings

Any employee who is required to attend a hearing during his/her working hours shall be granted civil leave by the appointing authority.

O. Effective Date

This amended Policy is effective July 1, 2013.



PA State System of Higher Education Board of Governors

Effective: June 20, 1983

POLICY 1983-14-A: APPOINTING INTERIM AND ACTING CHIEF EXECUTIVE OFFICERS

See Also:

Adopted: June 20, 1983

Amended: May 15, 1984; January 8, 1998; January 14, 1999; and
January 24, 2013

A. **Definitions**

1. **Acting University President or Chancellor.** Temporary service as university president or chancellor pursuant to the university's succession plan when the incumbent president is temporarily unable to discharge official duties or has permanently vacated the position.
2. **Interim University President or Chancellor.** Temporary appointment as university president or chancellor by the Board of Governors until an incumbent president or chancellor returns to official duties, a permanent president or chancellor is appointed by the Board, or until the interim president or chancellor has been relieved of duties and responsibilities.
3. **Vacancy in the Office of the President or Chancellor.** Position of president or chancellor is unoccupied either temporarily due to leave, because the chancellor or Board of Governors determines that the incumbent president or chancellor is unable to discharge his/her official duties either temporarily or permanently, or because the incumbent president or chancellor has vacated the position.

B. **Presidential Vacancy**

1. **Acting President.** When the office of the president at a university becomes vacant, the duties of president shall be performed by the individual identified in the university Order of Succession plan until the incumbent president is able to resume duties, until an interim president is appointed by the Board, or until a successor permanent president is appointed by the Board.
 2. **Interim President.** Upon a vacancy in the office of the president at a university, the chancellor shall make a determination whether there is a
- Board of Governors' January 24, 2013 Meeting Minutes – Page 49*

need for appointment of an interim president to maintain operations and continuity on campus. Within a reasonable amount of time from the date of vacancy, the chancellor shall recommend the name of a candidate for the interim presidency to the Board of Governors after consultation with the chair of the university's council of trustees. At no time shall such recommendation process exceed six weeks from the time the chancellor makes a determination that appointment of an interim president is necessary. Interim presidential appointees shall be subject to the requirements of relevant employment background investigation policies.

C. Chancellor Vacancy

1. **Acting Chancellor.** When the office of the chancellor becomes vacant, the duties of chancellor shall be performed by the individual identified in the Order of Succession plan until the incumbent chancellor is able to resume duties. If the incumbent chancellor will be permanently vacating the office, the Board shall act to affirm the designation of the acting chancellor or appoint an interim chancellor.
2. **Interim Chancellor.** Upon a vacancy in the office of the chancellor, the Chair of the Board of Governors shall make a determination whether there is a need for appointment of an interim chancellor to maintain operations and continuity. Interim chancellor appointees shall be subject to the requirements of relevant employment background investigation policies.

D. Order of Succession Planning

1. Each university president, after consultation with the chair of the council of trustees and the chancellor, will develop and publish an Order of Succession. The Order of Succession will identify in rank order, members of the executive management team at the university who will act on behalf of the president in his/her absence, in the event he/she is temporarily unable to fulfill his/her responsibility, or in the event there is a vacancy.
2. The chancellor, after consultation with the Chair of the Board of Governors, will develop and publish an Order of Succession. The Order of Succession will identify in rank order, members of the executive management team in the Office of the Chancellor who will act on behalf of the chancellor in his/her absence, in the event he/she is temporarily unable to fulfill his/her responsibilities, or in the event there is a vacancy.
3. Orders of Succession will be reviewed at the beginning of each academic year before September 30. Each university president shall deliver the campus Orders of Succession Plan to the chancellor after a resolution and vote by the university's council of trustees. The chancellor shall deliver the Orders of Succession Plan for the Office of the Chancellor to the Chair of the Board.

E. Effective Date

This amended Policy is effective immediately.



PA State System of Higher Education Board of Governors

POLICY 1984-14-A: TERMS AND CONDITIONS OF EMPLOYMENT OF SENIOR POLICY EXECUTIVES

See Also: **Adopted:** December 4, 1984
Amended: July 15, 1986; December 8, 1986; July 15, 1987; January 19, 1988;
November 15, 1990; April 18, 1991, October 9, 1997, October 12, 2000, and January 24, 2013

A. University President

Consistent with 24 P.S. § 20-2006-A (Act No. 1982-188), the president shall serve at the pleasure of the Board under fixed terms or contracts of fixed duration and shall perform responsibilities as prescribed in accordance with the act.

1. Appointment and Term

The Board shall appoint a president pursuant to Board of Governors Policy 1983-13-A: Process for Recommending Presidential Appointment. The Board may award or extend a president's contract for a period not to exceed three years in consultation with the chancellor and the council of trustees. In no event, however, may a contract be extended more than two times without full qualification by the council as required by 24 P.S. § 20-2009-A.

2. Conditions

The President shall discharge with fidelity all duties prescribed by law and such additional duties as the chancellor and Board may from time to time prescribe. The President shall be supervised by the chancellor and shall be accountable to the chancellor and Board for the faithful discharge of official duties.

The President shall oversee compliance and reporting requirements regarding the annual Campus Safety and Security Report (Clery Report) and required National Collegiate Athletic Association compliance reports, and provide all other certifications as may be required by law or regulation. The President shall certify such oversight on June 30 and December 31 of each year and otherwise as required by the Board or

chancellor. This paragraph shall not limit the responsibilities of the President stated under this section.

The president shall reside for the term of the appointment in housing provided by the Board. In the event housing is or becomes unavailable, wholly or in part, the president and the chair of the council of trustees, in consultation with the chancellor, will agree upon an appropriate housing allowance, which shall be paid to the president until housing becomes available.

The president's performance of duties during the term of this agreement shall be evaluated by the chancellor and Board, in consultation with the university council of trustees, pursuant to the Board's performance evaluation policy.

3. Salary

The Board shall fix the president's annual salary after recommendation of the chancellor, which shall fall within the ranges established by Board policy. The Board may, during the term of the agreement and at its discretion, grant the president increments, raises, or any other form of increase in compensation.

4. Benefits

The president shall receive all employee benefits currently received by management employees of the State System of Higher Education, which consist of benefits contained in the State System of Higher Education's management employee benefits program. Except that for purposes of the group term life insurance benefit, a president shall be entitled to coverage that is equal to his or her annual salary on January 1, of each year, rounded to the nearest \$1,000 up to a maximum of \$200,000.

The president shall receive the following benefits and such other benefits as the Board may grant:

- (a) an automobile, with insurance and maintenance thereon.
- (b) reimbursement for official expenses on a cost basis (which expenses shall be subject to quarterly review by the chair of the university council of trustees and the Board of Governors).
- (c) coverage under the Commonwealth of Pennsylvania's programs for claims arising out of employment-related activities.
- (d) maintenance and support services for the official residence.
- (e) At the time of employment, moving expenses will be paid by the university, whether the move is within the State System or into the State System. Reimbursement of reasonable and customary

relocation expenses (subject to Internal Revenue Service regulations and PASSHE procurement policy and procedures) will be covered. Reimbursement of costs requires the President to obtain a minimum of three quotes from responsible bidders. Reimbursement will be capped at the amount quoted by the lowest responsible offeror.

(f) Waiver of tuition at any State System university, which shall be applicable to a president's spouse or dependent child. The waiver for an employee's spouse is applicable until the spouse obtains the first undergraduate degree. The waiver for the dependent child is applicable until the child obtains the first undergraduate degree or until he/she reaches the age of 25, whichever comes first. Waiver of tuition for spouses and children shall continue to the limits previously stated if the president should meet one of the following conditions:

(1) has five or more years of credited service in one of the State System's approved retirement plans and becomes permanently disabled or die;

(2) is retired from the State System and has at least 25 years of credited service in one of the State System's approved retirement plans; or

(3) is retired from the State System and is at or above the superannuation retirement age, with at least ten years of credited service in one of the State System's approved retirement plans.

(g) Eligibility for merit-based sabbatical leave will be in accordance with the provisions of 24 P.S. § 1864.3.

5. Spouses

Spouses of presidents will be invited by the chancellor to accept appointment as volunteers in service to the State System of Higher Education under the terms of Board of Governors Policy 1991-04-A, *Volunteerism*.

6. Termination

The Board at its discretion may terminate the president's employment, with or without cause.

In the event the president's appointment is terminated by Board action, the president shall be paid all compensation and benefits under the terms of the contract.

The president may resign his/her office at any time during the term of the contract by providing the Board with 30 days written notice. The chancellor may waive the notice requirement if the chancellor determines doing so is in the best interest of the university.

B. University Provost, Vice Presidents, Academic Deans, and Other Positions

A provost, vice president, academic deans, and other positions 200 and above within one of the 14 universities or the Office of the Chancellor serves as an appointee and at the pleasure of the respective president or the chancellor ("appointing authority").

1. Appointment or Appointment and Term

The president or the chancellor shall appoint the provost, vice president(s), academic dean(s), and other positions 200 and above pursuant to 24 P.S. § 20-2010-A or 24 P.S. § 20-2005-A, respectively. The initial appointment shall not be for a fixed term of more than two years. At the time when the initial appointment lapses, the respective appointee's term of employment may be extended for a fixed term of no more than two years. For example, if the appointee's initial appointment is for two (2) years effective July 1, 2012, at the conclusion of this appointment (June 30, 2014), the appointing authority may provide the appointee a reappointment that expires no later than June 30, 2016. Additional reappointments may continue in the same manner at the discretion of the appointing authority and shall be based on a qualitative review.

All appointments shall be in compliance with the terms and conditions of Board of Governors Policy 1985-07-A: Management Performance and Reward Program.

2. Conditions

The provost, vice president(s), academic dean(s), and other positions 200 and above shall perform with fidelity duties as may be assigned by the appointing authority. The provost, vice president(s), academic dean(s), and other positions 200 and above shall be supervised by, accountable to, and evaluated at least annually by the appointing authority or appropriate supervisor.

A provost and/or vice president shall be responsible for a major recognized university function encompassing a number of university programs, such as academic affairs, administration, finance, student affairs, university relations, or combinations thereof. An academic dean shall have administrative responsibility for an aggregation of academic disciplines and their faculties.

3. Salary

- (a) The annual salary shall be set by the appointing authority, within the range established by Board policy, and may be adjusted during the term of the agreement pursuant to the management compensation plan.
- (b) The appointing authority shall determine salary through consideration on an individual basis.

4. Benefits

- (a) A provost, vice president(s), academic dean(s), and other positions 200 and above shall receive all employee benefits currently received by management employees of the State System of Higher Education, which consist of the benefits contained in the State System of Higher Education's management employee benefits program and other benefits as may be approved by the Board.
- (b) At the discretion of the appointing authority, at the time of employment, moving expenses may be paid in part or in full by the University, whether the move is within the State System or into the State System. Reimbursement of reasonable and customary relocation expenses (subject to Internal Revenue Service regulations and PASSHE Procurement policy and procedures) will be covered. Reimbursement of costs requires the individual to obtain a minimum of three quotes from responsible bidders. Reimbursement will be capped at the amount quoted by the lowest responsible offeror.
- (c) Eligibility for professional development leave as follows:
 - (1) after each seven years of satisfactory service at one or more of the State System universities, five of which must be with the university from which the leave is being sought;
 - (2) for up to, but not to exceed, 18 full calendar weeks (one semester of the academic year) at full pay, or 36 calendar weeks at half pay;
 - (3) upon recommendation by the president, after consultation with the council of trustees; and
 - (4) with the leave normally conditioned upon the agreement to provide one full year of service subsequent to the completion of the approved leave.
- (d) Waiver of tuition shall be applicable to a dependent child or a spouse who attends the university where the eligible employee is employed. The waiver is applicable until the child obtains the first

undergraduate degree or until he/she reaches the age of 25, whichever comes first. The waiver for an employee's spouse is applicable until the spouse obtains the first undergraduate degree. Fifty percent waiver of university tuition shall be granted for dependent children who attend State System universities other than the university where the eligible employee is employed. Waiver of tuition for children and spouses shall continue to the limits previously stated should the employee meet one of the following conditions:

- (1) has five or more years of credited service in one of the State System's approved retirement plans and become permanently disabled or die;
- (2) is retired from the State System and have at least 25 years of credited service in one of the State System's approved retirement plans; or
- (3) is retired from the State System and is at or above the superannuation retirement age, with at least ten years of credited service in one of the State System's approved retirement plans.

All other tuition waiver benefits currently enjoyed by these employees shall not be diminished.

5. Termination

A provost, vice president(s), academic dean(s), and other positions 200 and above shall serve at the pleasure of the appointing authority. A provost, vice president(s), academic dean(s), and other positions 200 and above may resign his or her position by providing 30 days written notice to the appointing authority.

C. Effective Date

This amended Policy is effective July 1, 2013.



PA State System of Higher Education Board of Governors

Effective: November, 1985

Page 1 of 3

POLICY 1985-07-A: Management Performance and Reward Program

See Also:

Adopted: November 1, 1985

Amended: December 8, 1986, April 12, 2001, and January 24, 2013

A. Purpose and Scope

The Management Performance and Reward Program shall promote effective leadership and provide consistent and equitable policy and administrative practices for the employment, classification, compensation, benefits, and performance assessment of State System non-represented (management) employees. Except as otherwise elaborated or prescribed in Board Policy 1984-14-A, *Terms and Conditions of Employment of Senior Policy Executives*, this policy pertains to all State System non-represented (management) employees. The Chancellor is responsible for the development and maintenance of business process and procedures for the effective administration and management of this policy. The Chancellor shall report biannually to the Board of Governors Human Resources Standing Committee regarding the status of the development and maintenance of the business process and procedures.

B. Definitions

Compensation - Pay for services rendered.

Benefits - Programs used to supplement the cash compensation that employees receive, including but not limited to social insurance, medical insurance, and leave.

Total Rewards - All of the tools available to PASSHE that may be used to attract, motivate and retain employees and that employees perceive to be of value resulting from the employment relationship, including, but not limited to, compensation, benefits, work-life, performance and recognition, and development and career opportunities.

C. **The Program**

Total Rewards

PASSHE is committed to providing compensation, benefits, and other employee programs that enable the organization to attract, motivate, develop, and retain the best talent necessary to achieve the mission and strategic initiatives of the Office of the Chancellor and PASSHE universities. In order to accomplish this PASSHE will do the following:

- Determine the market valuation of jobs by using a market competitiveness based compensation program in which the Office of the Chancellor and universities:
 - Compare our positions with comparable jobs by using appropriate benchmarking processes, which compare total ompensation (direct and indirect pay and benefits) for similar jobs to peer organizations within the regions where PASSHE competes for talent, or national comparison when appropriate;
 - Balance the need to attract, motivate, develop, and retain talented employees with our mission; and
 - Monitor and manage internal and external equity concerns.
- Reward employee performance that supports the mission of the institution within a pay-for-performance philosophy.

Performance Management and Work-Life Experience

Employees who are recognized, rewarded, and appreciated for their performance are more productive and provide greater organizational value. Higher levels of performance are encouraged through:

- Using a performance management and employee development process that communicates performance expectations, standards of performance, is developmental at its core, and is an ongoing process of employee and supervisor communications.
- Using employee recognition, via formal and informal recognition programs.
- Providing formal flexible work arrangement programs, or by providing other types of work-life flexibility.

- Developing and broadening career opportunities within PASSHE by creating learning opportunities that assist employees in growing within their career paths.
- Encouraging employees to partner in community-citizen developmental experiences that benefit the employee, the community, and PASSHE.

D. Effective Date

This amended Policy is effective immediately.



PA State System of Higher Education Board of Governors

Effective: January 24, 2013

Page 1 of 4

Policy 2013-02: Evaluating the Chancellor

See Also: 24 P.S. §§ 20-2001A, et seq.;
Board of Governors' Policy 2002-02

Adopted: January 24, 2013

Amended:

A. Purpose

In order to promote a systematic analysis for improvement of the Pennsylvania State System of Higher Education (PASSHE) and to meet performance expectations and requirements of the Board of Governors (hereinafter Board), an evaluation system for the assessment of a Chancellor's leadership, performance and development is established. The purpose of evaluating the Chancellor is to assess the quality and substance of administrative performance in the context of the PASSHE mission, vision and strategic goals. The role of the Chancellor is complex and diverse. Accordingly, the performance evaluation process must reflect this role and scope of a Chancellor's administrative duties and the Board's expectations while fostering and encouraging professional growth and development in professional competence and leadership, not only for the Chancellor, but also for the System as well.

1. Annual evaluation of performance promotes accountability

The annual evaluation establishes accountability for a Chancellor's decisions. While administrative decisions are, in part, governed by Act 188, PASSHE and Board policies, other factors that drive these decisions include legal limitations, ethical obligations and economic realities. The actions of the Chancellor are integral to the success of PASSHE and the persons affected by PASSHE – students, faculty, staff, the community, trustees, alumni and supporters.

2. Annual evaluation provides an objective context for assessing performance

The various roles of the Chancellor are part of a much larger framework, thus they are embedded within PASSHE. Actions taken by the Chancellor have important and long-term impact as to how the System operates and affects constituencies.

3. Annual evaluation promotes and strengthens effective leadership

Leadership should be based on demonstrated results. Annual evaluation, when conducted, increases understanding and appreciation for the Chancellor's tasks and accountability for the outcomes.

4. Annual evaluation provides systematic evidence of effectiveness

Annual evaluation provides an orderly and structured process for gathering objective evidence about performance. The evaluation should be based on well-defined criteria that include process and outcome data. Systematic methodology clearly specifies who will evaluate the Chancellor, when the evaluation should be conducted and in what manner. In addition, the evaluation framework specifies how evaluation results will be disseminated and used.

5. Annual evaluation provides a means for determining PASSHE goal achievement

Development of PASSHE requires effective leaders who embrace and promote its vision, mission and goals. By focusing at least in part on performance outcomes, the evaluation process requires that System goals be periodically reviewed and progress toward those goals be detailed.

6. Annual Evaluation provides a means for leadership development

Development of the Chancellor is a key outcome of the evaluation process. The growth and development of the Chancellor have benefits for the individual and PASSHE. The development plan should be based on opportunities derived from the evaluation process.

B. Evaluation Process

Upon the selection of the Chancellor and as part of the Chancellor's orientation, the Board's Executive Committee, led by the Chairperson, will explain the performance evaluation process. The Chairperson or designee will provide a summary of the process including, but not limited to, its purpose, participant roles and responsibilities, schedule, substance and procedures. The following is an explanation of the two types of performance evaluation and professional development plans that are to be conducted under this policy.

- 1. Annual Evaluation** - This evaluation is conducted every year by the Board's Chancellor Evaluation Committee consisting of at least three members of the Board, including the Chair of the Human Resources Committee, appointed annually by the Chairperson of the Board. The Chancellor Evaluation Committee will be supported by the staff of the Office of the Chancellor. The results of this evaluation are to be submitted to the Executive Committee, along with the Chancellor's self-assessment, for consideration and action by the Board. At the conclusion of the evaluation process, the Chancellor shall receive the annual evaluation in writing from the Chairperson of the Board. The Chairperson will

have the responsibility of disseminating the outcome of the evaluation process to constituents.

- 2. Triennial Evaluation** - This process differs from the Annual Evaluation in that it is performed every third year and is supported by an external consultant from a list of approved experts maintained by the Office of the Chancellor's procurement department. The Board's Chancellor Evaluation Committee selects the consultant from this approved list to work in collaboration with the committee in conducting the Chancellor evaluation.

C. Roles and Responsibilities

Board Chairperson – The Chairperson of the Board is responsible for appointing the Chancellor's Evaluation Committee, assuring the policy of the Board and all legal requirements are followed and the results are communicated to the Chancellor and appropriate constituents.

Chancellor – The Chancellor shall prepare a written self-evaluation of performance for the evaluation period. This self-evaluation shall report on achievement of, or progress toward achieving, the mission, goals and strategies that were agreed upon by the Chancellor, the Chairperson of the Board and the Executive Committee at the beginning of the evaluation period.

Chancellor Evaluation Committee – The Chancellor Evaluation Committee, consisting of three members of the Board appointed annually by the Chairperson of the Board shall, be responsible for conducting the annual evaluation of the Chancellor and the triennial evaluation of the Chancellor in conjunction with a consultant.

Consultant – The Board's Chancellor Evaluation Committee will identify an experienced consultant to assist in the triennial evaluation process. The consultant's role is to work with the Chairperson of the Board and the Chancellor Evaluation Committee in preparing an objective and thorough process based on this policy. In addition to supporting the performance evaluation process, the consultant may be asked to provide professional development and mentoring support to the Chancellor and/or Board.

Office of the Chancellor's Liaison - A Chancellor's Liaison will be appointed by the Board Chairperson to work with the Evaluation Committee. The Liaison will assist the committee in the performance review process, including the identification of constituents to engage in the process and participation as appropriate in the activities of the Committee.

D. Performance Goals and Indicators

At the beginning of each annual and triennial evaluation year, the Board Chairperson will outline individual and System performance goals with specific performance indicators reflective of PASSHE's long-term strategic plan and goals. This will occur in consultation with the Board Chairperson and Executive Committee. This information will subsequently serve as a key element of the performance evaluation of the Chancellor.

During the year, the Chancellor is responsible for informing the Board Chairperson and the Executive Committee of his or her progress, any major changes as well as any operational or other issues that may impact the Chancellor's ability to achieve the agreed upon goals. Prior to the end of the performance evaluation period, the Chancellor will complete a self-evaluation of his or her performance detailing individual, leadership team and PASSHE accomplishments and current PASSHE performance data.

E. Board of Governors' Evaluation Committee Report

The Chancellor Evaluation Committee will prepare a summary report using performance data from the System Research Office, the results of the PASSHE evaluation process, verbatim compilation of constituent feedback and any additional evaluation data that may be available for the committee's review. This written report will be submitted to the Board in accordance with a schedule approved by the Board Chairperson.

F. Evaluation Summary Prepared for Board of Governors Review

A complete evaluation summary will include:

- Annual PASSHE performance outcomes (System Accountability Reports);
- Board's assessment of the Chancellor's performance;
- The Chancellor Evaluation Committee's compilation of constituent feedback and evaluation of the Chancellor's performance; and
- The Chancellor's self-assessment.

The Board Executive Committee will review the completed evaluation of the Chancellor in making its decisions regarding the extension of the Chancellor's contract and determining compensation.

G. Professional Development Plan

A key focus of the performance evaluation process is the continuing professional and leadership development of each Chancellor. In order to achieve this goal, the Board Chairperson, Human Resources Committee Chair and mentor (as appropriate) will create a confidential professional development plan with the Chancellor.

H. Chancellor Evaluation Review

Based on a timeline provided by the Board Chairperson, the Executive Committee will meet with the Chancellor to plan for the upcoming performance year and review the results of the current year's performance evaluation.

I. Effective Date

This amended Policy is effective immediately.



PA State System of Higher Education Board of Governors

Effective: July 13, 2000

Page 1 of 2

Policy 2000-03-A: Conferral of Emeriti Status

See Also:

Adopted: July 13, 2000

Amended: January 10, 2008; January 24, 2013

A. Background

Excellence in the State System of Higher Education requires the understanding and support of leaders who participate in defining the mission and goals of Pennsylvania public higher education, and devote time, talent and resources toward their fulfillment. Certain of these leaders have distinguished themselves in service to the State System by their accomplishments.

Accordingly, the Board of Governors recognizes such individuals at the conclusion of their service to the State System of Higher Education through the conferral of emeritus status. Such recognition is deemed to be an honor of the highest order and shall not be conferred as a matter of due course, but rather is reserved for those whose service is most exemplary.

B. Criteria

Criteria for emeritus status designation shall include:

1. An exemplary record of service through demonstrated commitments of time, talent and resources; and,
2. Documented leadership in advancing the mission of the State System of Higher Education in its service to the Commonwealth of Pennsylvania.

C. Authority to Confer Emeritus Status

1. The Board of Governors may confer emeritus status to recognize the following levels of leadership:
 - a. Chairman Emeritus
 - b. Governor Emeritus
 - c. Chancellor Emeritus
 - d. President Emeritus

2. Designation will require the approval of the Board of Governors, and in each case, a two-thirds majority will be required.
3. Designation may be awarded only at the end or any time after active service has been concluded.

D. Rights and Privileges

Conferring authorities may grant non-monetary rights and privileges to emeriti designees so long as such benefits are consistent with other State System of Higher Education policies.

Emeriti may receive regular notification and materials related to the meetings of the authority that designated emeritus status at which the designee will be a welcome member of the audience.

Individuals to whom emeritus status has been conferred are eligible for volunteer service that is consistent with Board of Governors Policy 1991-04-A: *Volunteerism*.

E. Effective Date

This amended Policy is effective immediately.

PASSHE/SCUPA SUMMARY OF CHANGES

For Contract Renewal effective July 1, 2011

Article 1, Recognition and Definitions – No Change

Article 2, Accretion – No Change

Article 3, Professional Status – No Change

Article 4, Management Rights – No Change

Article 5, SCUPA Business

Section 7 – Modify section to read

“When the President of a university or his/her designee appoints a search committee or other University committee, President or his/her designee shall extend the opportunity for SCUPA representation on any such committee that includes 2 or more unions.”

Article 6, Maintenance of Membership – No Change

Article 7, Dues Deduction – No Change

Article 8, Return of Managers and Supervisors to the Bargaining Unit – No Change

Article 9, Workload

New section: Universities may change the start date of nine-month employees up to 4 weeks on either side of first day of fall academic semester.

New section: Each employee will be required to work a 40 hour work week schedule for 6 months of each fiscal year, after ratification, for the same pay as 37.5 hour work week schedule. During these weeks compensatory time will be earned after 40 hours per week. The weeks will be designated by management.

Article 10, Salaries and Wages
General pay increases

FY 12/13	0.75%	Effective July 1, 2012
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FY 13/14	1.0%	Effective July 1, 2013
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FY 14/15	1.5%	Effective July 1, 2014
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Increments/Cash Payments

Employees in an active pay status shall be eligible to receive a one step annual service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in Fall 2012.

Employees in an active pay status shall be eligible to receive a one step annual service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in Fall 2013.

Employees in an active pay status shall be eligible to receive a one step annual service increment, or shall receive a one-time cash payment, as applicable, effective the beginning of the first full pay period in Fall 2014.

Section 9 – Above the minimum appointments applies to grant funded employees as well.

Article 11, Personnel Files – No Change

Article 12, Classification

Section 2.A.4:

Effective January 1, 2015, the Final Appeal Committee decision, which includes a neutral arbitrator, is controlling.

Article 13, Grievance and Arbitration – No Changes

Article 14, Discharge, Demotion, Suspension, and Discipline –

Section 1- Update section to remove Standard Grievance Procedure language.

Article 15, No Strikes and No Lockouts – No Changes

Article 16, Summer Employment – No Changes

Article 17, Holidays – No Changes

Article 18, Vacations

Section 8: Update language to include current carryover process for leave in excess of 45 days.

Article 19, Sick Leave and Bereavement Leave

Article 20, Personal Leave – No Changes

Article 21, Parental Leave – No Changes

Article 22, Military Leave – No Changes

Article 23, Civil Leave – No Changes

Article 24, Leaves of Absence – No Changes

Article 25, Leaves of Absence without Pay – No Changes

Article 26, Family Care Leave – No Changes

Article 27, Work-Related Injuries – No Changes

Article 28, Health Benefits

The Commonwealth's contribution rate to PEBTF on behalf of each permanent full-time employee eligible for benefits and covered by this Agreement shall be as follows:

FY 11/12	\$375 biweekly
FY 12/13	\$390 biweekly
FY 13/14	\$425 biweekly
FY 14/15	\$455 biweekly

	Employee Contributions	Get Healthy Waiver
FY 11/12	3.0%	1.5%
FY 12/13	3.0%	1.5%
FY 13/14	3.0%	1.5%
FY 14/15	5.0%	2.0%

"Me Too" language to management, for retiree healthcare.

Article 29, Life Insurance

Section 3: Update amount to \$20,000

Article 30, Disability Retirement Determination Procedure for ARP Participants – No Change

Article 31, Temporary Professional Employee

Section 1: Modify language to require SCUPA concurrence for extension of temporary position after initial 24 month time period ends.

Article 32, Professional Evaluation – No Change

Article 33, Furlough and Recall

Section 5: Change to grant superseniority from 4 to 5 statewide officers and delete last sentence in first paragraph.

Article 34, Vacancies

Section 1: Update SCUPA address and allow campuses to send job postings via email to SCUPA.

Article 35, Professional Development/Out-Service Training – Delete Article

Article 36, Grant Funded Program Coordinators – No Changes

Article 37, Miscellaneous Provisions

Section 12: Expand tuition waiver for employees to all PASSHE Universities. Expand dependent and spouse/domestic partner waiver to 50% at non home PASSHE Universities. Employees are required to pay for their portion of distance education incentive given to instructor/faculty.

Section 14: Delete section

Article 38, Fair Practices – No Changes

Article 39, Contracting Out Bargaining Unit Work – No Changes

Article 40, Term of Agreement

Four Year Agreement – July 1, 2011 through June 30, 2015



Resolution Honoring the Accomplishments Of Shippensburg University Quarterback Zach Zulli

WHEREAS, Shippensburg University of Pennsylvania junior quarterback Zach Zulli led the Raiders to an undefeated regular season record, a spot in both the Pennsylvania State Athletic Conference (PSAC) Championship Game and the National Collegiate Athletic Association (NCAA) Division II playoffs, and a No. 14 national ranking; and

WHEREAS, Zach Zulli broke 25 school records during the 2012 football season, including single-game, single-season and career records for completions, passing yards and passing touchdowns, as well as records for consecutive games with a touchdown pass (21) and consecutive passes without an interception (200); and

WHEREAS, Zach Zulli led NCAA Division II with 4,747 passing yards and all of college football with 54 passing touchdowns, tying the NCAA Division II single-season record; and

WHEREAS, Zach Zulli was named to the 2012 Associated Press Little All-America Team, the 2012 Daktronics All-America Team and the 2012 All-PSAC Eastern Division First Team, and also was named the 2012 Daktronics Ron Lenz Offensive Player of the Year, the 2012 Daktronics Super Region I Offensive Player of the Year and 2012 PSAC Eastern Division Offensive Player of the Year; and

WHEREAS, Zach Zulli culminated his record-breaking season by being named the winner of the 2012 Harlon Hill Trophy, becoming the first Shippensburg University player and only the seventh underclassman to win the prestigious award, which is the NCAA Division II equivalent of the Heisman Trophy;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education honors Zach Zulli for his remarkable achievements and wishes him even greater success in his senior season.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



Resolution Honoring the Accomplishments Of Bloomsburg University Running Back Franklyn Quiteh

WHEREAS, Bloomsburg University of Pennsylvania junior running back Franklyn Quiteh helped lead the Huskies to a 10-1 regular-season record, a spot in the National Collegiate Athletic Association (NCAA) Division II playoffs and a No. 17 national ranking; and

WHEREAS, Franklyn Quiteh led the nation in rushing with an average of 176.8 yards per game – 2,121 yards total – while scoring 24 touchdowns and running for more than 100 yards in every game and more than 200 yards in four games while averaging a school record 7.4 yards per carry; and

WHEREAS, Franklyn Quiteh has rushed for 5,328 yards and 58 touchdowns so far in his collegiate career, second best in school history and the third highest total in the history of the Pennsylvania State Athletic Conference (PSAC), needing only 362 yards in his senior season to break both the school and conference records; and

WHEREAS, Franklyn Quiteh was named a first team All-American by the Associated Press, the American Football Coaches Association, Daktronics and Beyond Sports Network, and was a first-team All-PSAC East selection for the third straight year, including in his first year when he was named PSAC-East Freshman of the Year; and

WHEREAS, Franklyn Quiteh culminated his outstanding season by finishing third in the balloting for the Harlon Hill Trophy – after finishing sixth in the voting as a freshman – becoming Bloomsburg University’s third finalist for the prestigious award, which is the NCAA Division II equivalent of the Heisman Trophy;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education honors Franklyn Quiteh for his remarkable achievements and wishes him even greater success in his senior season.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



Resolution Honoring the Accomplishments Of Shippensburg University Forward Bre White

WHEREAS, Shippensburg University of Pennsylvania junior forward Bre White helped lead the Raiders to a 17-3 record, including a berth in the semi-finals of the NCAA Division II field hockey championships, where she was named to the 2012 All-Tournament team; and

WHEREAS, Bre White led the Raiders with 17 goals and nine assists for 43 points, scoring multiple points in 12 of 18 regular-season games; and

WHEREAS, Bre White was named to the All-Pennsylvania State Athletic Conference West First Team and to the National Field Hockey Coaches' Association First Team All-American squad for the third straight season; and

WHEREAS, Bre White was named the 2012 PSAC West Player of the Year and NFHCA South Region Player of the Year; and

WHEREAS, Bre White culminated her outstanding junior season by being named the 2012 Longstreth/NFHCA Division II Field Hockey Player of the Year, becoming the second Shippensburg University player in three years to win the award;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education honors Bre White for her remarkable achievements and wishes her even greater success in her senior season.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



**Resolution Honoring the Contributions
of
C.R. “Chuck” Pennoni**

WHEREAS, C.R. “Chuck” Pennoni provided distinguished service to the Board of Governors of the Pennsylvania State System of Higher Education (PASSHE) since his appointment to the Board in March 2003; and

WHEREAS, C.R. “Chuck” Pennoni served as an adviser to chancellors and to the staff of the Pennsylvania State System of Higher Education as academic, financial, administrative, advancement and human resources policies were developed to guide PASSHE within the mission and strategic direction identified by the Board of Governors; and

WHEREAS, C.R. “Chuck” Pennoni contributed significantly to Board discussions and deliberations for many years, especially as chair of the Finance, Administration and Facilities Committee and as a member of the Executive Committee; and

WHEREAS, C.R. “Chuck” Pennoni provided extraordinary leadership and vision to PASSHE in the development of key financial initiatives involving practices such as strategic sourcing and collaborative purchasing, which have resulted in significant cost savings for the entire State System, including all of the universities; and

WHEREAS, C.R. “Chuck” Pennoni utilized his knowledge, experience and expertise to strengthen PASSHE’s investment management policies to help ensure the greatest possible return, especially during the nation’s historic economic downturn;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education does acknowledge the many fine contributions of C.R. “Chuck” Pennoni to the Board and to the entire Pennsylvania State System of Higher Education; and

BE IT FURTHER RESOLVED, that the Board of Governors extends best wishes to him in all of his future endeavors.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



**Resolution Honoring the Contributions
of
Jeffrey E. Piccola**

WHEREAS, Jeffrey E. Piccola provided distinguished service to the Board of Governors of the Pennsylvania State System of Higher Education (PASSHE) since his appointment to the Board in April 2009; and

WHEREAS, Jeffrey E. Piccola served as an adviser to the chancellor and to the staff of the Pennsylvania State System of Higher Education as academic, financial, administrative, advancement and human resources policies were developed to guide PASSHE within the mission and strategic direction identified by the Board of Governors; and

WHEREAS, Jeffrey E. Piccola contributed significantly to Board discussions and deliberations as a member of the Academic and Student Affairs Committee; and

WHEREAS, Jeffrey E. Piccola, while holding various leadership roles as a member of the Pennsylvania State Senate, including serving as chair of the Senate Education Committee, provided important support for PASSHE and all of higher education in the Commonwealth; and

WHEREAS, after serving for 36 years in the state Legislature, including tenures in both the House of Representatives and Senate, Jeffrey E. Piccola retired from public office at the conclusion of the 2011-12 legislative session;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education does acknowledge the many fine contributions of Jeffrey E. Piccola to the Board and to the entire Pennsylvania State System of Higher Education; and

BE IT FURTHER RESOLVED, that the Board of Governors extends best wishes to him in all of his future endeavors.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



**Resolution Honoring the Contributions
of
Dr. Francine G. McNairy**

WHEREAS, Dr. Francine G. McNairy has spent nearly 40 years in service to students at three Pennsylvania State System of Higher Education universities, including the last nearly 10 years as president of Millersville University of Pennsylvania, after having previously served the university as provost and vice president for academic affairs; and

WHEREAS, during her tenure as Millersville University president Dr. Francine G. McNairy led the development of a new strategic planning process that resulted in a new vision statement, a more intentional commitment to the university's promise to its students, a redesign of the university's budget process and a focus on securing new revenue sources; and

WHEREAS, as president, Dr. Francine G. McNairy led Millersville University's commitment to community and civic engagement, which has resulted in an increase in active student involvement in the Lancaster region; and

WHEREAS, Dr. Francine G. McNairy ensured that global education continued to be a priority at Millersville with the finalization of agreements with six international institutions in the last three years, resulting in a total of 18 partnerships with colleges and universities throughout the world; and

WHEREAS, Dr. Francine G. McNairy has displayed outstanding leadership through her continuous service as a colleague and trusted adviser to chancellors, presidents and senior leadership throughout the Pennsylvania State System of Higher Education; and

WHEREAS, Dr. Francine G. McNairy will retire January 25, 2013, as president of Millersville University of Pennsylvania;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for these and the many other contributions Dr. Francine G. McNairy has made to the students of Millersville University of Pennsylvania and to the entire State System; and

BE IT FURTHER RESOLVED that the Board of Governors in recognition of her outstanding legacy bestows the title of *President Emeritus* on Dr. Francine G. McNairy, with all of the rights and responsibilities granted and associated with the title.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman



**Resolution Honoring the Contributions
of
Dr. John C. Cavanaugh**

WHEREAS, Dr. John C. Cavanaugh has served as chancellor of the Pennsylvania State System of Higher Education since July 2008, providing outstanding direction and leadership to the System and maintaining its commitment to providing high quality, affordable education to students; and

WHEREAS, Dr. John C. Cavanaugh throughout his tenure as chancellor worked closely with the Board of Governors to place renewed focus on student learning and success; and

WHEREAS, Dr. John C. Cavanaugh redesigned PASSHE's nationally recognized performance funding program to place a greater emphasis on student achievement in order to ensure students and the Commonwealth receive the greatest value for their investment; and

WHEREAS, Dr. John C. Cavanaugh through his tireless efforts helped develop and ensure unanimous passage in the General Assembly of the Higher Education Modernization Act, providing PASSHE universities with new competitive and cost-saving opportunities, as well as the ability to offer advanced degree programs designed to meet the needs of local and regional employers throughout Pennsylvania; and

WHEREAS, Dr. John C. Cavanaugh raised the stature and prestige of the Pennsylvania State System of Higher Education through his service to numerous educational organizations as either an officer or a member of their boards of directors, including the Middle States Commission on Higher Education, American Association of State Colleges and Universities, National Association of System Heads, State Higher Education Executive Officers and Council for Adult and Experiential Learning; and

WHEREAS, in the performance of all of his duties as chancellor, Dr. John C. Cavanaugh never wavered in his commitment to excellence on behalf of students;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for these and the many other contributions Dr. John C. Cavanaugh made to public higher education and to the education of students in the Pennsylvania State System of Higher Education during his tenure; and

BE IT FURTHER RESOLVED that the Board of Governors in recognition of his outstanding legacy bestows the title of *Chancellor Emeritus* on Dr. John C. Cavanaugh, with all of the rights and responsibilities granted and associated with the title.

Unanimously adopted by the Board
January 24, 2013

Guido M. Pichini, Chairman