

MINUTES OF THE UNIVERSITY SENATE
November 2, 1999

The November 2, 1999 meeting of the University Senate was called to order by Chairperson Alarcon at 3:20 p.m. in the Alumni Auditorium of the Eberly College of Business.

The following Senators were **excused** from the meeting: Holly Anderson, Allan Andrew, Michael Baker, Doug Bish, Carmy Carranza, Deanna Chang, Luchana Cooper, Frank Corbett, Laura Delbrugge, Cathrerine Dugan, Susan Glor-Scheib, Tim Golding, Michael Hood, Adam Hughs, Megan Joseph, Dasen Luo, Nick Kosiek, Jessica Kupchella, Christina Miller, William McPherson, Edward Receski, Ruth Riesenman, Karen Rivosecchi, Clarence Rodrigues, Mary Sadler, Varinder Sharma, Xi Wang, Annie-Laurie Wheat, Jason Worzbyt, Lisa Zack

The following Senators were **absent** from the meeting: David Anderson, Thomas Ault, N Bharathan, Kenneth Brode, Patrick Colbert, Frank Condino, Ryan Corrigan, Richard DiStanislao, Nahal Dousti, Josh Dubrow, Diane Duntley, Steven Ender, Michelle Gerwick, Cassandra Green, Eben Henderson, Trudy Hollan, Dawn Jakovac, Joanne Lukehart, Stanford Mukasa, Kevin Patrick, Aaron Phillips, Karen Polanksy, Edward Ruffner, Robert Russell, Ben Surmacz, Stephanie Taylor-Davis, Gwen Torges-Hoffman, Marie Twal, Mike Ward, Tony Weber, Kenneth Westlund, Michael T. Williamson, Jennifer Worthington, Albert Wutsch, Jason Young, Philip Zorich

The minutes of the October 5, 1999 Senate meeting were presented for acceptance by Chairperson Alarcon.

Motion by Senator S. McClure to amend the October minutes to include the specific words stated by President Pettit in addressing Senator W. Bell in regard to the printing and distribution of the President's opening day remarks. Motion seconded by Senator Miller. Discussion ensued. Motion **DEFEATED**.

The minutes of the October 5, 1999 Senate meeting were **ACCEPTED**.

Agenda items for the November 2, 1999 meeting were presented for acceptance by Chairperson Alarcon. **Motion** to add the Curriculum and Graduate Committees as items to the agenda. Seconded by Senator Staszkiwicz. Motion **APPROVED**.

REPORTS AND ANNOUNCEMENTS

PRESIDENT'S REPORT (Dr. Pettit)

It's good to be back with you, feeling a little better, and under a little less stress and pressure than before. As we all know, we have just been through a very unsettling time with extended and acrimonious negotiations, having reached now a tentative agreement which we hope will be ratified by both faculty and the Board of Governors. I, for one, am pleased to be out from under that kind of stress. That was apparent during the last two Senate meetings and I can assure you that I am back to normal now and if you dare to ask me a question, I won't try to pound you into the ground. But we'll encourage questions. I think it's important that we close ranks and that we all focus on what's best for the

university and get on with the work that we're here to do. I understand that there are only a few people still stirring the waters. But I think that we all need to understand that what we do from here on out - how we treat each other, what we say about each other - is going to have an enormous impact on the university, for good or for bad. It will either enable us to move ahead, or it will invite recriminations from the legislature, the public, donors, and families throughout the state. We could turn off most of the donors we're trying to solicit and we could certainly negatively impact our enrollment growth if we aren't careful. If we continue to try to stir things up, we capitalize on ill feelings that have built up. I don't think any of us wants to do those things, and I think it's quite important that we continue to work together. I particularly am concerned that we not politicize this body, that we not use the floor of the Senate to continue to pursue issues that might have arisen during the negotiations, that we not politicize the curriculum process or anything else that we do here. This is one of the best examples in the United States of shared governance. We're the only university in our System that has a Senate like this. We're probably the only one in the United States that has twenty-five percent of its representation from students. It's not fair to the students, to victimize them, by continuing to battle on the floor of the Senate over those issues that belong in negotiations or in meet and discuss or elsewhere.

The sexual harassment policy is not ready for discussion. We did receive some very constructive and good suggestions from Senator Stonebraker and Senator Radell and we are trying to incorporate those as much as we can and then come back with the kind of policy that I think I can confidently bring here and share with you. As you know, I'll keep to my promise and not take it to the Trustees until it's sent back here for more airing and more discussion. We'll get it to you as quickly as we can.

During question and answer Senator Roberts asked President Pettit if he could provide the Senate with a written copy of the latest version of the Sexual Harassment Policy before the Senate meeting at which the policy will be discussed. President Pettit responded that he would do this.

PROVOST'S REPORT (Dr. Staszkiwicz)

One element of a collective bargaining process is that it does result in an agreement between the parties - and that agreement often needs to be interpreted. When issues of interpretation arise, we have the actual language in the CBA, we have past practice, we have local agreements and side letters, we have clarifications from the State-level discussions, and we have grievance settlements to help bring clarity to the issues. In cases where we do not have clear interpretation, we have a process of meet and discuss through which the Union and the Administration can share views. Finally, there is a formal grievance process through which unresolved issues can be addressed. Since it is a negotiated agreement, neither side has absolute right to unilaterally dictate an interpretation.

I have grave concerns that that is what is happening with regard to the role of the Senate and of APSCUF in the curriculum process. You will all note that language is being proposed in today's senate agenda to modify the Senate's constitution. The rationale for that stems from the fact that IUP APSCUF has announced that it will no longer endorse the Senate Undergraduate Curriculum Committee and the Senate Graduate Committee as the curriculum committee recognized in the CBA. The CBA between APSCUF and SSHE makes reference to curriculum in only a few places. One of these occurs in Article 31, MISCELLANEOUS CONDITIONS. That specific reference reads:

“There shall be a curriculum committee at each University, which shall be selected as determined by the FACULTY, but which may include at least one (1) administrator if designated by the President.” (Page 94)

You will note, however, that there is no indication of what role that committee plays, what authority it has, to whom it reports, or what procedures it will follow. It is my belief that this function is subject to interpretation by the methods I outlined above. As such, it is a matter to be discussed between the two parties – IUP APSCUF and the IUP Administration. IUP APSCUF has endorsed the use of the two Senate committees as fulfilling this contract language. Indeed, the current Senate constitution and by-laws were revised, and ultimately approved by the IUP Council of Trustees, with this in mind. The Senate’s constitution, however, is not an agreement between IUP APSCUF and the IUP administration. Rather, the constitution was established as a mechanism to allow for campus-wide input to matters critical to the university’s future. For the Senate to alter its constitution and by-laws because either IUP APSCUF or the IUP Administration has unilaterally made an interpretation of the CBA, which the other may not agree with, is clearly premature.

Much is at stake here. IUP is unique in the State System by involving multiple constituents to participate in the governance of the University. Faculty, staff, students and administrators play a role in this campus’s future through their participation in the Senate. This structure has allowed us to elevate our discussions above local and state politics and it has provided an appropriate system of checks and balances. Prior revisions to the senate constitution and by-laws have protected the role of the faculty in the curriculum process, while continuing our established past practice of having total senate involvement in approving the curriculum proposals to the President of the University.

I recognize that APSCUF has the authority to remove its endorsement of the two curriculum committees of the Senate. However, I am not prepared to accept that this removal must eliminate the Senate’s role in the curriculum approval process. I am also not prepared to accept any substitute process without understanding the immediate and long-term consequences to this university. This is a matter of CBA interpretation between IUP APSCUF and the IUP Administration. I am puzzled by the recommendations being proposed by the Rules Committee since there is clearly not a common understanding between the parties relative to this issue. I believe it is premature for the Rules Committee or for the Senate to recommend modification to the Senate’s constitution and by-laws based upon a unilateral interpretation of the CBA and I urge the Senate to suspend formal action on the constitution until IUP APSCUF and the IUP administration have had the opportunity to reach an understanding. If such an understanding cannot be reached, the issue may need to be decided at the State-level or through the formal grievance process. While this may seem cumbersome, that is the procedure that should be followed. In the meantime, IUP APSCUF and the IUP Administration should work together to find some acceptable short-term operating procedure that will not establish a precedence to either party but will allow for the curriculum process to continue.

CHAIRPERSON’S REPORT (Dr. Alarcon)

No report submitted.

VICE CHAIRPERSON’S REPORT (Senator Gresh)

No report submitted.

OLD BUSINESS (carryover from the October 5, 1999 meeting)

Motion by Senator Soni and seconded by Senator Nowell to allow Cyndy Strittmatter to address the Senate. Motion **APPROVED**.

Cyndy Strittmatter presented the following report.

Child Care Report
Cyndy Strittmatter
Director, Budget Planning
Chair, Child Care Committee

As IUP plans for the twenty-first Century and reviews programs, services, campus physical plant needs, enrollment trends, student and employee profiles, and financial issues – work and family concerns need also to be addressed. Work and family issues have become major considerations for both business communities and academic institutions. Child care programs that were once determined to be solely a family responsibility and irrelevant to organizations are now a vital part of progressive organizational practice. Family-friendly environments can positively impact employee and student well being and productivity, as well as provide for the recruitment, retention, and support of a secure work force and a stable student body.

A 1997-98 American Council on Education (ACE) survey indicated that on-campus day care for children of students was provided by only 29 percent of all public and private institutions during the 1997-98 academic year. However, the service was offered by more than half of the public four-year institutions (56 percent) and public two-year schools (nearly 53 percent). (Source 12/98 Higher Education and National Affairs report)

Indiana County Child Day Care

IUP has contracted with Indiana County Child Day Care (ICCDC) since 1979. In this agreement, IUP is to provide maintained space to ICCDC in order for them to provide both lab experience and child care services. Priority for service is given to, but not limited to children of IUP faculty, staff, and students. Indiana County Child Day Care is fully licensed by the Department of Public Welfare. The Ben Franklin Center, which has been in operation for nearly 30 years, has been accredited for the past six years.

ICCDC currently operates two facilities on the Indiana campus – Wallace Center (primarily used for infants) and the Ackerman Center (primarily used for toddlers and preschoolers). The ICCDC staffing situation has required them to temporarily close the Wallace Center and serve all children in the Ackerman site. There are 12 toddlers and 10 preschoolers in that site. Staffing is a current concern that should be addressed. Operating multiple sites is inefficient.

ICCDC currently operates centers at Ackerman Hall, Wallace Hall, Ben Franklin Children's Center, Ben Franklin School-Age Center, Blairsville School Age, East Pike School Age, Horace Mann – School Age, Trinity – School Age, and Homer Center School Age. They serve 358 children in Indiana County. Fifty-one of the children have parents that are students or employees of IUP.

ICCDC employs 16 IUP students and supports more than 100 student teaching experiences per year in both the HE 317 and HE 220 classes.

The contract for child care services should be rebid in the near future. It has been the intention to include site design or renovation services as part of a new contract.

IUP Child Care Committee

In 1994, I was appointed as chair of the University Child Care Committee. At that time, the committee consisted of:

Alisa DeStefano
Julie Moreland
Joyce Neibauer
Libby Pettit

Jeff Docking
Linda Nelson
Rebecca Pagone
Gini Rinkus

Kristen Siatkowski, Student
Cyndy Strittmatter, Chair

Several of the committee members have left the institution, and a small working group has continued with the assignment (Alan Nelson, Linda Nelson, Bob Marx, Cyndy Strittmatter, MaryAnn Wegener).

Survey

The first task of the large committee was to develop a survey to assess child care needs of the campus. The committee prepared a comprehensive survey and distributed it in spring 1995. The committee worked during fall 1995 to summarize the survey and submitted a report to the President on January 25, 1996.

The survey verified the fact that the current facilities were insufficient to meet the child care needs of our employees and students. Survey results suggested that campus child care needs were three times higher than current spaces. There was also quite a bit of interest in summer programs for school-aged children with 70 parents indicating that they would be interested in school-aged care for approximately 153 children.

Space Information

The Ackerman facility occupies 2,639 square feet and the Wallace facility occupies 1,909 square feet for a total of 4,548. In order to serve 100 children and operate a summer program, it was estimated that 13,280 indoor space and 3,250 outdoor space would be needed. Beyond this, if conference testing rooms and observation areas for the Child Development and Family Relations program were housed in a single facility, an added 1,000 square feet would be needed.

Space is at a premium on the campus. The committee shared space needs with the Director of Campus Planning and the Vice President of Administration. With some changes that were taking place in the continuing education programs, the Rochester and Pittsburgh Coal Company (R&P) building was suggested as a possible site for relocating the child care center. The Administrative Annex was also suggested, but not considered ideal given the lack of play space and high traffic.

In 1997, IUP contracted with Barlett Designs to evaluate the space and provide estimates to renovate the R&P building for child care or to construct a new facility. The firm completed their report in December 1997. Multiple scenarios were suggested, with the one most closely matching our needs costing \$2M for a new facility and \$1.5 million for renovated space. To serve twice the number we are serving now would cost \$1.2M for a new building and \$1M for renovated space. Off-campus space could be explored for leasing opportunities.

Funding

In 1990, T.W. Phillips Company donated \$100,000 towards IUP child care needs. The funds were held in reserve for many years but later moved to support university scholarships. The President replaced and added to this loss through an allocation of \$200,000 towards this initiative from general fund dollars. The \$200,000 is on hold in a child care reserve account.

In November 1997, the Foundation for IUP received notification of bequest expectancy from an alumna to be used to “benefit the Department of Home Economics.” Based on discussions with the Dean of the College of HHS and the Chairperson of the Human Development and Environmental Studies, it was determined that a portion of this bequest (\$50,000) be directed to support the development of a day care facility on campus – subject to review and revision in six months. The special funding is still on hold, but if a decision is not made in the near future, the funds will be transferred to other programs within the college.

The cost of a new or renovated facility had to be compared against the other priorities and funding needs of the institution. In 1998/99, the State System of Higher Education Board of Governor’s approved a zero increase in tuition. IUP appropriation levels in both 1998/99 and 1999/00 were small or non-existent due to declining enrollments and funding formula transition factor adjustments. Discretionary funds to meet strategic needs have been limited, and have been primarily targeted at areas that will help us to increase revenue streams (admissions, marketing, recruitment, advancement) and towards meeting the technological needs of the campus.

What are the funding options for a new or renovated center - general funds to fund the entire project, general funds to repay debt service, community support, foundation/fundraising, activity fee support.

Child Development and Family Relations (CDFR) Major

The current child development laboratories in Ackerman and Wallace Halls have become seriously inadequate to handle the laboratory needs of the Child Development and Family Relations and Family/Consumer Science Education majors. IUP currently has the only CDFR major in the state system with nearly 170 majors. Seventy additional students from Family and Consumer Sciences take CDFR courses. HE 220 Teaching in Child Development Centers, a writing class, typically has an enrollment of 28-32 students and has a three-semester waiting list. While developed to be a sophomore course, most students cannot get into the course until they are Seniors. HE 317 Infant Development should have an enrollment of 17, but because of high demand, enrollments have been as high as 32. Students are placed in the labs (usually two at a time) to work with the children throughout each day. Virtually every time slot is filled every day. Students with cars are assigned to do their lab work at the Ben Franklin Center.

The observation booth in the Ackerman Center is inadequate to handle the number of observations that are done each semester. The sound system is outdated and does not meet the needs of the observation.

The CDFR has a substantial number of minors (many are psychology majors). Many of these students want to take lab courses, but lab space is insufficient. An advanced lab course, approved by the senate, has never been implemented because there is no room in the labs for students. The lack of this advanced course seriously affects our program.

The current lab space is over-crowded, out-dated, and unattractive.

State System of Higher Education

In a recent survey of SSHE institutions, eleven other universities indicated that they did provide child care services to their employees and students. Ten of these own their facility, a majority contract with an outside agency to provide the service, and general funds or student government subsidizes majority.

Headcount child care enrollment is as follows:

Bloomsburg – 47 children (university enrollment 7,567)

California – 35 children (university enrollment 5,816)

Clarion – 77 children (university enrollment 1,687)

East Stroudsburg – 67 children (university enrollment 5,802)

Edinboro – 68 children (university enrollment 7,079)

IUP – 22 children (university enrollment 13,442)

Kutztown – 43 children (university enrollment 8,069)

Mansfield – planning for 30 children (constructing new facility) (Univ. enrollment 3,063)

Millersville – 120 children (university enrollment 7,307)

Shippensburg – 45 children (university enrollment 6,676)

Slippery Rock – No response (university enrollment 6,803)

West Chester - 30 children in one large classroom (previously student lounge) at any given time.

Space is a major issue (university enrollment 11,892)

One full-time manager, one full-time SUA, and one full-time AFSCME, utilities, supplies, work study, housekeeping – all paid for out of the general budget and charged to Student Affairs. Students pay \$3.25, Staff and Faculty pays on sliding fee scale (range from \$63/week to \$115/week) – all revenues go back into general fund. Just this past year, accepting community children. Revenue generated in 1998/99. There is so much renovation going on at West Chester, it is very difficult to find space.

Child Care Access Grant

A subcommittee of the Child Care Committee submitted a proposal for a new federally funded program – Child Care Access Means Parents in School (Child Care) program. IUP was one of three 4-year institutions in Pennsylvania to receive a federal child care grant “IUP Campus” to help

low-income parents attend postsecondary education. The university received \$73,602/year renewable for four years. The President committed \$20,000 per year for four years and the Graduate School committed \$10,000 per year for four years, both as matching funds. The receipt of this grant has been very helpful in assisting students in the payment of their child care services.

April 23, 1999

On April 23, 1999, a special child care meeting was held with the President to review the survey results, Academic Program issues, Indiana County Child Day Care issues, Foundation for IUP position, Head Start collaboration, Budget Information, Barlett Design Feasibility Study, space information, and the grant application.

In summary, there has been substantial work done by the Child Care Committee. Finding sufficient space and funding for child care has been difficult, particularly when competing with the other priorities of the institution.

I look forward to reviewing this report, sharing the details of the SSHE survey, and discussing next steps with you and Senior Staff.

Following this report, a lengthy question and answer period ensued which generated much discussion.

STANDING COMMITTEE REPORTS

RULES COMMITTEE—Chairperson Beisel

Chairperson Beisel presented the following for Senate Information:

Due to the recent decision by APSCUF to remove the Graduate and Undergraduate Curriculum Committees from the University Senate, the sections referring to these committees in the Senate Constitution and Bylaws need to be removed. These edits must be made by a vote of the full Senate as with any other Constitution or Bylaw amendment.

From the Senate Constitution, delete all of the remainder of paragraph one beginning with, "The University shall approve all curricular matters before they are implemented.... and concluding with "APSCUF shall retain its usual prerogatives with respect to curricular matters before they are submitted to the Council of Trustees".

From the Senate Bylaws, delete sections 5C, Undergraduate Curriculum Committee and section 5D, Graduate Committee.

All subsequent sections of the Bylaws will be redesignated beginning with the Libraries and Educational Services Committee becoming the new section C.

Regarding this informational item, Chairperson Beisel asked Senators to forward their opinions and recommendations on the Undergraduate and Graduate curriculum issues by November 9, 1999.

A lengthy discussion ensued. The discussion was ended by a ruling by the Parliamentarian that the discussion was out of order in that there was no action on the floor for discussion.

Motion to strike this debate from the record since it was ruled out of order. Seconded by Senator T. Ray. Motion **DEFEATED**.

Motion to approve the following amendment to the Senate Constitution:

Within the section "COMPOSITION AND ELECTIVE PROCEDURES" the amendment refers to the staff segment of Senate. The amendment is in bold type.

The Staff segment shall consist of the local AFSCME President **or designee** and three representatives from IUP's staff as elected from and by the staff.

The rationale for the amendment is that an AFSCME President may work a shift which does not coincide with monthly Senate meetings. By allowing for a designee, AFSCME is assured full representation on Senate.

Motion **APPROVED** by written ballot, 115 in favor and 1 opposing vote.

CURRICULUM COMMITTEE—Chairperson Myers

Senator Myers reported that the committee has been meeting on a regular basis and has approved over 20 proposals since the last Senate meeting. The chairperson further stated that the committee presently has no place to submit these proposals for approval.

GRADUATE COMMITTEE—Chairpersons Kondo and Nowell

Senator Nowell reported the committee has been meeting on a regular basis and has been reviewing curriculum proposals. The chairperson read an excerpt from the Senate Constitution describing the responsibilities of the Graduate Committee.

LIBRARY AND EDUCATIONAL SERVICES COMMITTEE—Co-Chairpersons Pagnucci & Popp

Co-chairperson Pagnucci reported that the committee took a tour of the library.

NONCREDIT COMMITTEE—Chairperson Wolfe

Chairperson Wolfe presented the following for Senate Information:

The committee met with Valarie Mancuso, Dean of the Punxsutawney Branch Campus, and Albert Wutsch, Program Department Chair, to receive an update on the progress of the Academy of Culinary Arts. The program is filled to capacity at 110 this year with several names on a waiting list. Established in 1989, the Culinary was recently accredited by the American Culinary Federation. Although approximately 50 percent of graduates obtain employment in four and five-star enterprises, 30 percent continue their studies in the IUP Hotel, Restaurant and Institutional Management degree program.

RESEARCH COMMITTEE—Chairperson Numan

Chairperson Numan reported that six research proposals were funded and the committee will continue to review remaining proposals.

STUDENT AFFAIRS—Chairperson Kosiek

Senator Leonard reported that the committee was discussing the need for changing stations and childcare facilities on campus.

UNIVERSITY DEVELOPMENT & FINANCE COMMITTEE—Chairperson Heckroth

No report.

ACADEMIC COMMITTEE—Chairperson Duntley

No report.

AWARDS COMMITTEE—Chairperson Wheat

Chairperson Wheat presented the following for Senate Information:

The Senate Awards Committee will be posting all information on the Senate Web page (www.iup.edu/senate) for the first time this year. We have collectively decided to save some trees! Interested parties can download nomination forms directly from the Web. Hard copies will also be available in the Library, the Student Congress Office and from any member of the committee.

SENATE AWARDS COMMITTEE CALENDAR

- November 8, 1999: Nomination forms and Senate Awards Guidelines posted on the Senate Web page and forms printed and available
- December 13, 1999: Deadline for nominations
- February 7, 2000: Deadline for receipt of support materials from the nominees
- February 8, 2000: Committee meets to discuss and finalize ranking instructions
- Feb. 12-March 20, 2000: Committee reviews nominee materials and completes ranking
- March 21, 2000: Committee meets to discuss rankings and finalize recommendations
- April 3, 2000: President notifies recipients of their selection
- May 13, 2000: Awards given at Commencement

NEW BUSINESS

There was no new business.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Cathleen Ray
University Senate Secretary