

**MINUTES OF THE MEETING OF THE COUNCIL
OF TRUSTEES OF INDIANA UNIVERSITY OF
PENNSYLVANIA, HELD AT THE KOVALCHICK
CONVENTION AND ATHLETIC COMPLEX,
THURSDAY, SEPTEMBER 5, 2024, AT 5:00 P.M.,
PURSUANT TO NOTICE GIVEN.**

Samuel H. Smith, chair of the IUP Council of Trustees, called the meeting to order.

The following council members were present:

Mr. Samuel H. Smith, Chair
Mrs. Joyce R. Fairman, Secretary
Mrs. Anne White, Treasurer
Mrs. Jennifer E. Baker

Mr. A. Tim Cejka
Ms. Shagufta Haque
Mr. Mark A. Holman
Mr. David Osikowicz

The following council members were excused:

Mrs. Laurie A. Kuzneski, Vice Chair*
Mrs. Susan S. Delaney*
Mr. Nathan T. Spade

*Mrs. Kuzneski and Mrs. Delaney did attend the committee meetings and executive sessions throughout the day. However, they had to leave before the public meeting.

The following advisory group members were invited to attend:

Dr. Bryan Seal, IUP Senate Chair
Mr. James Leda, Foundation for IUP Board President
Ms. Leslie Purser, IUP Alumni Association Board President
Dr. Dennis Frketich, IUP APSCUF President
Mrs. Erin Fritz Wood, IUP SCUPA President
Mr. Hamzah Sammour, IUP Graduate Student Assembly President
Ms. Kaylee Becker-George, IUP Student Government Association President

Ex officio: Dr. Daniel Greenstein, chancellor, Pennsylvania's State System of Higher Education, was not present.

The following university administrators attended:

Dr. Michael A. Driscoll, President
Dr. Lara Luetkehans, Provost and Vice President for Academic Affairs
Dr. Debra Fitzsimons, Vice President for Administration and Finance
Dr. Thomas C. Segar, Vice President for Student Affairs
Ms. Jennifer DeAngelo, Vice President for University Advancement
Ms. Paula Stossel, Strategic Advisor to the President for Student Success
Dr. John Lowery, Professor and Graduate Coordinator, Student Affairs in Higher Education

IUP COUNCIL OF TRUSTEES' EXECUTIVE SESSIONS

The IUP Council of Trustees met in executive sessions to discuss personnel issues, collective bargaining/labor relations matters, acquisition of real estate, litigation, academic issues, and other privileged and confidential matters.

READING AND CONSIDERATION OF THE MINUTES

The following motion was approved by the IUP Council of Trustees:

THAT THE MINUTES FROM THE QUARTERLY MEETING OF THE IUP COUNCIL OF TRUSTEES HELD ON MAY 9, 2024, BE APPROVED.

REPORT OF THE PRESIDENT

Last week, this school began its 150th year, President Driscoll said in his opening remarks. While reaching that milestone gives reason to look back and appreciate the school's long history and traditions, the start of the school year allows for looking ahead, and that's what IUP is doing—looking ahead to what is hoped to be another great year at IUP.

The university is using its strategic plan, guided by the seven presidential goals, to take on and overcome challenges and to ensure IUP has a bright future—one in which it continues to stand out from the crowd because of academic excellence, student centeredness, alumni success, and affordability.

He had some good news to report along those lines, he said. On the weekend of August 17 and 18, members of the IUP staff and administration helped more than 1,600 new students move in to on-campus housing. The students came to the KCAC, where they were greeted by eager helpers who assisted them in everything they needed to move in to their suite, from parking to I-Cards and meal plans to financial aid.

IUP has been doing this form of one-stop check-in for a few years, and it's a fine example of the student-centered approach all are taking to their daily work, he said. No one wants students to come here and feel alone or as if they are just a number on a ledger. They are being supported every step of the way, knowing their success is IUP's success.

IUP's retention rate has hovered around 70 percent for most of the past decade. That is on par with many similar schools, but IUP can—and must—do better, Dr. Driscoll said. While the results won't be known until after the 15th day of classes this semester and the annual "freeze" enrollment snapshot is taken, early estimates, based on collected data, show that IUP's retention rate for last year's first-time, full-time, degree-seeking, undergraduate students has improved by more than four percentage points compared to the previous year and has passed the 75 percent line. That's some great news, he said.

It has happened because of the growing student-centeredness approach in which all IUP students receive the support and guidance they need so they can succeed in and out of the classroom, he said.

Last year, enrollment increased, reversing an 11-year slide. This year, officials are not confident that another increase will occur. The main culprit, Dr. Driscoll said, has been the mistake-riddled new FAFSA [Free Application for Federal Student Aid] form and the process behind it that caused a delay in potential students receiving their complete financial aid offer.

Consequently, the number of new students who have deposited and registered for this year was behind last year's pace, he said, although the gap has been closing and it's not freeze day yet. Demographics suggested increased enrollment this year, but because of the FAFSA issue, IUP cannot confidently expect the total headcount to be higher than last year, and that's the same for many colleges and universities across the country.

Two other presidential goals are to educate other student groups and to grow IUP's reputation. The plan to create Pennsylvania's first public college of osteopathic medicine is one great example of addressing those goals, he said.

The university must raise new funds for staff, faculty, and facilities renovations and \$38 million for escrow before medical students can be enrolled. Thanks to investments from the state legislature and the governor, the State System, the Foundation for IUP, the IUP Alumni Association, IUP alumni, and other donors, so far IUP has raised \$27.8 million of the funds needed. Also, IUP has verbal and written commitments from hospitals and other facilities for well more than half the clinical rotations required for accreditation, and next week IUP will sign an agreement with Indiana Regional Medical Center to provide medical students opportunities for clinical rotations at the nearby hospital.

IUP is on track to open the medical school in the fall of 2027, Dr. Driscoll said. The proposed college of osteopathic medicine will bring new student groups to IUP and raise the academic profile. These graduates will keep rural Pennsylvanians healthier decades into the future.

A key piece to building IUP's future, including the college of osteopathic medicine, is in place now that Jennifer DeAngelo has come aboard as vice president for University Advancement, he said. Her first day was July 8. The university is already seeing significant positive impact from her leadership, and Dr. Driscoll said he looks forward to even more as relationships that will help advance IUP's plan for the future are built.

Elected state officials have come through with a show of support for higher education in Pennsylvania, Dr. Driscoll said. The state budget for this fiscal year includes a 6 percent increase in base appropriations for the State System, allowing the 10 universities to freeze tuition for the seventh consecutive year.

As for IUP, the State System Board of Governors approved the results of the funding allocation formula, giving IUP a boost of 7 percent, higher than the overall 6 percent increase.

In addition, IUP will receive one-time funding that will allow the university to eliminate bond debt and replenish the reserves that have been used to offset the deficit in auxiliaries. This relief is vital to putting IUP back on stable financial ground, Dr. Driscoll said.

In May, a combined deficit was projected across the Education and General and Auxiliary budgets, totaling roughly \$16 million. Thanks to some teamwork, planning, and these investments, today that estimate is under \$9 million.

Another presidential goal is to engage the internal and external university community in realizing the vision for the IUP of the future. That requires spreading the word about the good things happening and showing how everyone can have a hand in moving forward.

In this morning's workshop—the first of a series of updates on IUP's strategic progress—the executive leadership team provided an overview of the investments being made in additional communication and professional development for all IUP employees. These opportunities are providing employees the tools they need to navigate the changing higher education landscape and are providing them a chance to weigh in on the design of IUP's future.

Another presidential goal is to focus resources on the highest priorities to ensure a sustainable and thriving future. A good example of this is the academic restructuring that took effect on July 1. Under this comprehensive and collaborative plan led by Provost Lara Luetkehans, IUP focused on the needs of students, synergy of programs, and sustainability.

This led to a simplified set of academic offerings. It's a plan to keep IUP aligned with student and workforce needs so the university can continue to attract students who come here seeking the life-changing academic journey that IUP has provided for nearly 150 years.

President Driscoll finished with an update on IUP Athletics. Eight teams have started practicing or playing for the fall sports season, hoped to be another great one for the Crimson Hawks.

The football team kicks off its season tonight at Ashland, Ohio, while the volleyball and field hockey teams get things going tomorrow night on the road, he said. As a side note, when the volleyball team plays its first home match, on Tuesday, it will be the first game on the new playing surface in Ed Fry Arena here in the KCAC. It's a very impressive-looking floor under new lights, which were mentioned today.

The tennis team, which won the Atlantic Region championship last season, hosts the IUP Invitational this weekend, the soccer team gets its season under way Saturday at Frostburg State, and the men's golf team tees things off Monday at the University of Charleston Invitational in West Virginia. Lastly, IUP cross-country runners hit the trail today at the West Liberty Invitational.

Dr. Driscoll said he looks forward to some more wins and championships piling on to what was accomplished in the last year but also to supporting the student-athletes, who make everyone proud.

In closing, he complimented and thanked the executive leadership team and trustees for their engagement. "This is a great group doing great things together," he said.

The following motion was approved by the IUP Council of Trustees:

THAT THE REPORT OF THE PRESIDENT BE ACCEPTED.

PUBLIC COMMENT

There were no public comments.

NEW BUSINESS

REPORT OF THE STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES

Election of Committee Chairs

Shagufta Haque was reappointed chair of the Student Affairs Committee, and Joyce Fairman was reappointed chair of the Enrollment Management Committee, both for the 2024-25 academic year. Ms. Haque presented the following report:

Tom Segar, vice president for Student Affairs, gave opening remarks about the Student Affairs Division.

Paula Stossel, strategic advisor to the president for Student Success, provided an update on student retention.

Dr. Segar presented a preliminary enrollment overview. He then presented the summer 2024 Undergraduate Admissions group visit report and the five-year average of enrollment data for special group visitors, which included application, deposit, and registration metrics. Dr. Segar ended the enrollment briefing with an update on the Promising Scholars Program, a competitive scholarship program for Pennsylvania students that blends financial support with academic and professional development.

Dr. Segar gave a student-housing briefing that included an overview of current housing occupancy and strategies to support and engage on-campus students.

He also provided a briefing on the dining program, including a review of dining metrics and tactics to increase student meal plan participation.

An update on IUP Athletics was presented through a video, narrated by Todd Garzarelli, athletics director.

Dr. Segar reported that two resolutions from IUP Athletics will be presented at the public meeting.

RESOLUTION OF COMMENDATION FOR IUP BASEBALL

WHEREAS, the IUP baseball team completed the best season in program history in 2024, with a program-record 41 victories and a historic trip to the national semifinals of the NCAA Division II College World Series in Cary, North Carolina;

WHEREAS, the team's NCAA tournament appearance was only the third in program history and the first since the 1990 season;

WHEREAS, IUP won its first NCAA Division II tournament game since 1988 as an at-large selection and fifth seed, sweeping the NCAA Atlantic Region One Tournament before hosting and winning its first NCAA Division II Super Regional series against Seton Hill at Owen J. Dougherty Field on May 26, 2024;

WHEREAS, IUP eliminated top-seeded Central Missouri and fourth-seeded Point Loma in the double-elimination College World Series tournament before forcing an elimination game against eighth-seeded Angelo State in the national semifinals;

WHEREAS, the Crimson Hawks closed the 2024 season ranked fourth in the American Baseball Coaches Association (ABCA) Division II Top 25 Poll;

WHEREAS, head coach Steve Kline was named the 2024 ABCA/ATEC Atlantic Region Coach of the Year, while Harrison Pontoli and Ricardo Aponte earned All-PSAC West Second Team honors;

WHEREAS, Harrison Pontoli and Jake Black earned All-Tournament honors at the 2024 NCAA Division II Baseball Championship;

NOW, THEREFORE, BE IT RESOLVED, that the IUP Council of Trustees commends the baseball team for its accomplishments during the 2024 season.

The following motion was approved by the IUP Council of Trustees:

THAT THE COUNCIL OF TRUSTEES APPROVE THE RESOLUTION OF COMMENDATION FOR IUP BASEBALL.

RESOLUTION OF COMMENDATION FOR IUP WOMEN'S TENNIS

WHEREAS, the IUP women's tennis team won the 2024 Pennsylvania State Athletic Conference (PSAC) Championship on May 4;

WHEREAS, IUP defeated Slippery Rock, 4-2, in Bloomsburg and secured the program's fourth-straight conference title since 2021 and its third straight against Slippery Rock;

WHEREAS, senior Lydia Vlachou was named Most Valuable Player of the PSAC tournament;

WHEREAS, IUP secured its spot in the NCAA Round of 16 with a 4-2 win against Slippery Rock in the NCAA Atlantic Regionals, held May 11 in Greensburg;

WHEREAS, first-year head coach Andrew McGlashen earned PSAC West Coach of the Year honors, Irawan “Ming” Deewajee, Katy Graydon, and Lydia Vlachou earned All-PSAC West First Team honors in singles, and the duo of Ming Deewajee and Dani Ramos was named to the All-PSAC West First Team in doubles;

NOW, THEREFORE, BE IT RESOLVED, that the IUP Council of Trustees commends the women’s tennis team for its accomplishments during the 2023-24 season.

The following motion was approved by the IUP Council of Trustees:

THAT THE COUNCIL OF TRUSTEES APPROVE THE RESOLUTION OF COMMENDATION FOR IUP WOMEN’S TENNIS.

REPORT OF THE ADMINISTRATION AND FINANCE COMMITTEE

Election of Committee Chair

Tim Cejka was reappointed chair of the Administration and Finance Committee for the 2024-25 academic year. Mr. Cejka presented the following report:

The Administration and Finance Committee reviewed and discussed the items appearing on pages 1 through 16 in the Docket Report and in Exhibits 1 through 8, which depict the highlights of the Administration and Finance Division.

PRESENTATION: Comments by Vice President

Vice President Debra Fitzsimons presented action and discussion items related to the Administration and Finance Committee. She provided comments related to the general business, administrative, and financial operations of the university.

Comprehensive Planning Process (CPP)

The committee reviewed the May 22, 2024, Comprehensive Planning Process (CPP) Progress Report, which was submitted to the Office of the Chancellor on May 22, 2024.

The following motion was approved by the IUP Council of Trustees:

THAT THE MAY 22, 2024, COMPREHENSIVE PLANNING PROCESS (CPP) PROGRESS REPORT THAT WAS SUBMITTED TO THE OFFICE OF THE CHANCELLOR ON MAY 22, 2024, BE APPROVED.

PASSHE Total Fiscal Year 2024-25 Commonwealth Appropriated Line Items

Vice President Debra Fitzsimons and Budget Director Jodie Cadile presented the commonwealth appropriated line items. The State System Board of Governors approved a \$35.1-million increase in the System’s Educational and General appropriation, for a total of \$620.8 million.

2024 Annual Facilities Inspection Recap

Vice President Debra Fitzsimons and Sam Phillips, associate vice president for University Operations and Administrative Services, provided a brief recap of the Annual Facilities Inspection, which took place June 4, 2024. Presenters discussed facilities and maintenance, and the facilities inspected during the tour were Stright, Uhler, and Johnson halls (candidates for housing the proposed college of osteopathic medicine) and McElhaney Hall.

Fiscal Year 2023-24 Facilities Update

Dr. Fitzsimons and Mr. Phillips provided a Facilities update on completed and active construction projects, Facilities Maintenance and Operations projects, and next steps in the IUP Long-Range Facilities Master Plan.

Kovalchick Convention and Athletic Complex Fiscal Year 2023-24 Financial Update as of June 30, 2024

Mr. Phillips provided an overview of the Kovalchick Convention and Athletic Complex project budget summary as of June 30, 2024.

REPORT OF THE ACADEMIC AFFAIRS COMMITTEE

Election of Committee Chair

Mark Holman was reappointed chair of the Academic Affairs Committee for the 2024-25 academic year. Mr. Holman presented the following report:

Lara Luetkehans, provost and vice president for Academic Affairs, shared an update on IUP's Academic Program Review and Restructuring, focusing on the July 1 transition to the new academic structure. Provost Luetkehans also walked through next steps in the restructuring and the development of an ongoing program-review process. Dr. Luetkehans provided the committee with an update on efforts toward building the Crimson Core, IUP's general education program redesign, and a preview of the work of a task force focused on enhancing student access to experiential learning opportunities. Provost Luetkehans introduced the new roles of several members of the academic leadership team, including Hilliary Creely, interim dean of the College of Health Sciences; Lisa Newell, interim associate dean of the College of Health Sciences; Prashanth Bharadwaj, interim dean of the Eberly College of Business; and Todd Cunningham, acting CIO.

Next, Provost Luetkehans introduced Miko Rose, founding dean of IUP's proposed college of osteopathic medicine, who gave an update on key areas of progress, including fundraising, clinical and residency partnerships, progress toward meeting accreditation requirements, rural/primary-care pathways for future physicians, and development of the proposed college's administrative team. Dr. Rose introduced two new associate deans, Ryan Smith and Luke Mortensen.

Dr. Smith is the associate dean for Clinical Affairs. A board-certified psychiatrist, Dr. Smith has worked in medical education since 2014, serving in faculty, clinical, and administrative positions. He came to IUP from the University of New England College of Osteopathic Medicine, where he held multiple positions, including chief of psychiatry. Dr. Mortensen is the associate dean for Preclinical Affairs. He earned his PhD in pharmacology and toxicology. He has spent most of his 28-year career in academic medicine as a faculty member and an administrator, most recently serving as associate dean of Educational Development, Innovation, and Diversity at the Idaho College of Osteopathic Medicine.

The last speakers to address the Academic Affairs Committee were Dean Curt Scheib and Dean Steve Hovan. Together, they provided a walk-through of IUP's work toward course, program, and faculty sharing in several key disciplines with partner institutions across Pennsylvania's State System of Higher Education. Notably, they described sharing projects in the sciences and foreign languages, two successful exemplars. Dean Scheib provided an overview of a new collaborative project with Cheyney University, East Stroudsburg University, and IUP, funded by NASH, the National Association of Higher Education Systems. Deans Scheib and Hovan also talked about some of the challenges that must be addressed as IUP and PASSHE move toward more program sharing, as well as future opportunities on the horizon with PASSHE partners.

In closing, Provost Luetkehans reported there are no Representative Council or Senate actions for approval. All actions were submitted at the quarterly meeting of the IUP Council of Trustees on May 9, 2024.

REPORT OF THE UNIVERSITY ADVANCEMENT COMMITTEE

Election of Committee Chair

Jennifer Baker was reappointed chair of the University Advancement Committee for the 2024-25 academic year. Mrs. Baker presented the following report:

The Division of University Advancement welcomed new leadership on July 8, 2024. Mrs. Jennifer DeAngelo was selected as vice president for University Advancement following an extensive national search. She brings a wealth of experience and a fresh perspective as she looks to lead successful and transformative fundraising efforts to bolster IUP's sesquicentennial campaign and celebration.

Advancement Services reported cash donations for fiscal year 2023-24 of \$6,749,881.66. The team maintains biographical data on 216,703 constituent records.

The Office of Annual Giving has achieved 101 percent of its goal for the fiscal year through many yearlong appeals and initiatives totaling \$1,071,633.

The Office of Alumni and Friends (formerly the Office of Alumni and Constituent Engagement) implemented staff changes which assisted immensely with keeping everything on track during the leadership transition.

The much-anticipated Oral History Project book was finalized and distributed in March 2024. The office has initiated communication strategies to showcase several new projects, with an increase in numbers indicating favorable results. The regional ambassador program offered its first online training in August 2024. Positive momentum continues as eight regional events were held during the past fiscal year.

The office is excited to bring back its event recognizing IUP alumni employees. It will be held September 6, 2024, at the historic alumni center in Breezedale. Once again, this event offers colleagues an opportunity to engage and support IUP.

The IMPACT 150 campaign's current philanthropic commitments for fiscal year 2023-24 total \$41,903,615.60, which is 28 percent of the working goal. Looking forward to fiscal year 2025-26, gift officers are focusing on student-centered outcomes as they continue to build stronger relationships with campus partners.

The Office of Strategic Partnerships is pleased to share that for the fifth year, an IUP hospitality student has been honored with a \$25,000 Scholarship of Excellence from the Statler Foundation. The office has also secured an initial \$50,000 gift from Theodore Lazzaro, connecting IUP's proposed college of osteopathic medicine to Lazzaro's Aestique clinics across western Pennsylvania.

A state House Republican Policy Committee hearing took place on IUP Punxsutawney's West Campus on May 29 and 30, 2024. The Office of Strategic Partnerships collaborated with Brian Smith, state representative, to host the hearing, which enabled IUP leadership to connect with more than 10 elected officials and to share updates on the proposed college of osteopathic medicine, strengthening support from state officials.

IUP hosted the America 250 Collaboration on August 12, 2024, in Sutton Hall's Blue Room.

Elected officials from 10 counties in western Pennsylvania attended the meeting, which provided another opportunity for university leadership to share updates on academic initiatives.

OTHER BUSINESS

Appointments/Reappointments: Audit Committee

The following motion was approved by the IUP Council of Trustees:

THAT THESE APPOINTMENTS/REAPPOINTMENTS TO THE AUDIT COMMITTEE BE MADE: TIM CEJKA AS CHAIR AND JOYCE FAIRMAN AND LAURIE KUZNESKI AS MEMBERS.

Appointments/Reappointments: Liaisons to the Foundation for IUP Board

The following motion was approved by the IUP Council of Trustees:

THAT THE LIAISON APPOINTMENTS/REAPPOINTMENTS TO THE FOUNDATION FOR IUP BOARD BE MADE: TIM CEJKA, ANNE WHITE, AND SHAGUFTA HAQUE.

Certifying Resolution—Order of Succession Plan

The resolution reads as follows:

WHEREAS, Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers* requires that each State System university president develop and publish an Order of Succession, identifying in rank order members of the university’s executive management team who will act on behalf of the president in the president’s absence; in the event the president is temporarily unable to fulfill the responsibilities of the position; or in the event there is a vacancy;

WHEREAS, Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers* requires that, at the beginning of each academic year, before September 30, the president deliver the university Order of Succession plan to the chancellor after a resolution and vote by the university’s council of trustees;

WHEREAS, the attached Order of Succession plan, provided by the president of Indiana University of Pennsylvania, lists in rank order the members of Indiana University of Pennsylvania’s executive management team to act on the president’s behalf in the president’s absence, in the event the president is temporarily unable to fulfill responsibilities of the position, or in the event there is a vacancy;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania approves the Order of Succession plan (attached to this resolution) as required by Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers*.

INDIANA UNIVERSITY OF PENNSYLVANIA
University Order of Succession
2024-25

1. Name: Dr. Lara Luetkehans
Title: Provost and Vice President for Academic Affairs
2. Name: Dr. Thomas Segar
Title: Vice President for Student Affairs

3. Name: Dr. Debra Fitzsimons
Title: Vice President for Administration and Finance
4. Name: Mrs. Jennifer DeAngelo
Title: Vice President for University Advancement

The following motion was approved by the IUP Council of Trustees:

THAT THE COUNCIL OF TRUSTEES APPROVE THE CERTIFYING RESOLUTION—ORDER OF SUCCESSION PLAN AS REQUIRED BY BOARD OF GOVERNORS POLICY 1983-14-A: APPOINTING INTERIM AND ACTING CHIEF EXECUTIVE OFFICERS.

RESOLUTION SETTING THE NEXT MEETING DATE

The following motion was approved by the IUP Council of Trustees:

THAT THE NEXT MEETING OF THE COUNCIL OF TRUSTEES BE DECEMBER 12, 2024.

ADJOURNMENT

The following motion was approved by the IUP Council of Trustees:

THAT THE MEETING BE ADJOURNED AT 5:36 P.M.

Mrs. Joyce R. Fairman
Secretary, IUP Council of Trustees

On behalf of Mrs. Joyce R. Fairman