

**MINUTES OF THE MEETING OF THE COUNCIL
OF TRUSTEES OF INDIANA UNIVERSITY OF
PENNSYLVANIA, HELD AT THE KOVALCHICK
CONVENTION AND ATHLETIC COMPLEX,
THURSDAY, DECEMBER 12, 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. Laurie A. Kuzneski, Vice Chair
Mrs. Joyce R. Fairman, Secretary
Mrs. Anne White, Treasurer

Mr. A. Tim Cejka
Mrs. Susan S. Delaney
Mr. Mark A. Holman
Mr. Nathan T. Spade

The following council members were excused:

Mrs. Jennifer E. Baker*
Ms. Shagufta Haque*
Mr. David Osikowicz

*Mrs. Baker and Ms. Haque 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. Christopher M. Fiorentino, interim 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.

INTRODUCTION OF NEW FACULTY LIAISON

John Lowery, professor in the Department of Student Affairs, Student Success, and Disability Access and an alternate to Francisco Alarcón in the position of faculty advisor to the IUP Council of Trustees, per the recommendation of the chair of the State System Board of Governors, has been elected to serve two years as faculty advisor to the council, effective May 2024. The council thanked Dr. Alarcón for his contributions and welcomed Dr. Lowery to a full term as faculty advisor. Dr. Lowery offered thanks and said he looks forward to working with the council over the next two years.

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 SEPTEMBER 5, 2024, BE APPROVED.

REPORT OF THE PRESIDENT

Dr. Driscoll opened by saying that Commencement on Saturday, December 14, marks a few key milestones. It's the finish line for more than 550 accomplished IUP students and the start of the next chapter of their lives. For IUP, it's the midpoint of the 150th year of providing academic excellence.

It's been quite a year thus far, he said. Although the overall headcount did decrease slightly from last year, that was expected based on demographics and FAFSA (Free Application for Federal Student Aid) delays. Everyone has been working diligently to improve retention and persistence efforts, Dr. Driscoll said, and he is thrilled with the dramatic increase in that regard, going from about 71 percent to more than 75 percent this year. That's proof, he said, that the IUP community's work to support students however it can, making attendance more affordable and offering in-demand programs, is making an impact.

Student success/student centeredness is the university's guiding principle. It's talked about a lot, Dr. Driscoll said, and today, the IUP Council of Trustees held a public workshop on the topic. Led by Paula Stossel and Amber Racchini, the workshop recapped the myriad ways IUP works to help students succeed and the plans moving forward. They also showed great examples of how students have benefited from this work and showcased just a few of IUP's incredible employees who are making it happen.

In a trustees-only workshop today, Dr. Driscoll presented his vision of IUP's future for the next few years. Over the course of the semester, he has talked about this to groups large and small, providing a generalized view of how IUP can sustain its place in higher education by adapting to the needs of prospective students and their potential employers.

He hesitated to say that, to explain this vision for the future, he has been comparing IUP to Taco Bell, but in a positive light. For decades, Taco Bell has succeeded in offering the same essential foods using differing and somewhat capricious packaging and delivery systems. IUP must do something similar today and in the future.

IUP must continue offering world-class academic and research opportunities but must adjust how it provides them. The university community should use its extensive expertise to begin offering bite-sized academic offerings that professionals will find helpful in their careers, in addition to the traditional college offerings that students have sought for decades.

It goes beyond academic offerings, Dr. Driscoll said. IUP must be repackaged in ways that will attract new and different populations of students. Faculty and staff must tailor their work to fit the needs of students rather than expect students to adjust their goals based on IUP traditions.

This fall, the university has continued its series of open public conversations in which the executive leadership team has shared pertinent university business updates, and these events have been well-attended. Dr. Driscoll said he shared his goal for IUP's future at one of these, and the conversation around it was productive and focused.

"The heart of this vision for the future is a culture change at IUP," he said. "It's not about changing what we do; we will still provide a great education so our graduates can be successful and improve our world. But we must find new, better, and more efficient ways to do it."

When the semester began in August, IUP started under the new academic restructuring plan created to streamline offerings, give students better opportunities, and reduce costs and redundancies. The change has made the programs arranged better into five colleges that make sense, Dr. Driscoll said. Some majors and programs have been consolidated; others have been placed on moratorium. The result is a leaner array of academic offerings, but one believed to best suit IUP moving forward.

The proposed college of osteopathic medicine is an integral part of IUP's future, and the team continues to gain momentum while working to achieve accreditation. One of the biggest hurdles that universities wishing to create such a medical school face is the agreements with healthcare facilities for clinical rotations. Dr. Driscoll said he is very pleased to announce that IUP has exceeded the minimum number of agreements needed, which will help with accomplishing the rest of the checklist for accreditation.

There is still a long way to go, and much work has to be done before "proposed" can be dropped from the name of the college of osteopathic medicine, he said. Still, the university is making progress toward opening the first medical school of this kind at a public university in Pennsylvania, which is exciting.

"We will gain accreditation if we continue building bridges from our university into the local, state, and regional communities," Dr. Driscoll said. "We must also retain and solidify our relationships with our traditional partners." So, he asked that the IUP Council of Trustees pass resolutions today to recertify IUP's affiliates, including the Foundation for IUP, the IUP Alumni Association, and the IUP Research Institute. These relationships are vital to the university's day-to-day business and the future it aims to achieve, he said, and he is so very thankful for their strong support of this shared work.

Also, today, the trustees are being asked to approve slight increases to some of the housing rates, including the most sought-after housing option; some of the dining options; and two of the minor fees each student pays every semester. The trustees are also being asked to endorse increases in housing scholarships to help students live on campus, which correlates with higher student success rates.

This is the first time since 2018 that IUP has increased housing and dining rates. Everyone has seen grocery bills swell in the last few years, Dr. Driscoll said. Unfortunately, these sorts of inflationary pressures are driving increases, should the council approve them. He said he is pleased to note that, even with these increases, IUP's prices remain very competitive with other universities in the State System.

Related to fellow State System schools, the State System Board of Governors has requested a 6.5 percent budget increase next year from the commonwealth. This increase will help keep the cost of attendance low at all State System schools and potentially allow an eighth consecutive year without a tuition increase.

Although there is still a lot of time until the budget is finalized and voted on, Dr. Driscoll said he is confident that elected officials understand the role and value of higher education in Pennsylvania and how supporting it will help the commonwealth thrive in many ways.

He said he is proud to announce that IUP has achieved a significant financial accomplishment. In the state budget for the current school year, the commonwealth appropriated one-time funds for bond debt financial assistance. The bond defeasance process is completed for all of IUP's bond debt, except a small amount of AFRP (Academic Facilities Renovation Program) debt held at the System. This means that IUP is bond debt-free this fiscal year. The total Education & General and Auxiliary bond debt defeased is \$21.03 million.

The positive budget impact of the bond defeasance is approximately \$1 million annual savings in bond payments for the E&G fund and \$2 million annual savings for the Auxiliary budget.

In athletics, the big news from the fall sports season is about the women's soccer and volleyball teams.

For the first time since 2009, the Crimson Hawks earned a berth in the NCAA Division II women's soccer tournament, which came on the heels of their best finish in conference play since that same year. Their run ended with a heartbreaking double-overtime loss in the first round, but it was a great season, Dr. Driscoll said.

The volleyball team pulled off an upset in the PSAC championships and won the program's first conference title since 2002, earning a No. 2 seed in the region in the NCAA Division II tournament. After winning their first match, the Hawks ended their season with a tough 3-2 loss one round short of the regional championship match.

Also, the men's cross-country team placed sixth in the Atlantic Region championships, the women's team took 15th place, and the men's golf team placed fourth in the PSAC fall championships.

The winter seasons have begun, and everyone is excited about the prospects of more student-athletes and their teams representing the university in the best possible ways.

As this fall semester wraps up, Dr. Driscoll said he is thankful for all the incredible people who make IUP the wonderful place it is. The students, staff, faculty, alumni, and trustees work well together, he said, and he is proud and humbled to call IUP home.

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 AUDIT COMMITTEE

Joyce Fairman, chair of the Audit Committee, presented the following report:

The Audit Committee of the IUP Council of Trustees consists of Joyce Fairman, Laurie Kuzneski, and Nathan Spade. On November 5, 2024, Mrs. Fairman and Mrs. Kuzneski conducted an exit conference with representatives from the university's independent public accounting firm, CliftonLarsonAllen, LLP, (CLA), to discuss results of the annual audit of the IUP financial statements for the year that ended June 30, 2024. Tim Cejka, incoming chair of the IUP Council of Trustees Audit Committee, also attended the exit conference. In attendance from IUP were Debra Fitzsimons, vice president for Administration and Finance; William Buttz, associate vice president for Finance;

and Khristina Connor, assistant controller. Jared Clark and Logan Chettle of CLA provided an overview of the IUP financial statements, discussed accounting standards, and answered questions from Audit Committee members. The Audit Committee is pleased to report that CLA rendered an unmodified opinion on the IUP financial statements for the year that ended June 30, 2024.

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

THAT IUP'S AUDITED FINANCIAL STATEMENTS FOR THE YEAR THAT ENDED JUNE 30, 2024, BE ACCEPTED AS DISTRIBUTED TO THE IUP COUNCIL OF TRUSTEES.

REPORT OF THE ADMINISTRATION AND FINANCE COMMITTEE

Tim Cejka, chair of the Administration and Finance Committee, presented the following report:

The Administration and Finance Committee reviewed and discussed the items appearing on pages 71 through 97 of the Docket Report and in Exhibits 1 through 7, which depict highlights of the Administration and Finance Division.

PRESENTATION: Comments by Vice President

Debra Fitzsimons presented action 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 FY2023-24 IUP Comprehensive Planning Process (CPP) Budget, which was submitted to the System on September 20, 2024.

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

THAT THE FY2023-24 IUP COMPREHENSIVE PLANNING PROCESS (CPP) BUDGET THAT WAS SUBMITTED TO THE SYSTEM ON SEPTEMBER 20, 2024, BE APPROVED.

Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the IUP Alumni Association

The committee reviewed the Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the IUP Alumni Association.

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution is approved by action of the IUP Council of Trustees during the quarterly meeting held December 12, 2024, in Indiana, Pennsylvania.

Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the Foundation for IUP

The committee reviewed the Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the Foundation for IUP.

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution is approved by action of the IUP Council of Trustees during the quarterly meeting held December 12, 2024, in Indiana, Pennsylvania.

Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the IUP Research Institute

The committee reviewed the Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the IUP Research Institute.

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution is approved by action of the IUP Council of Trustees during the quarterly meeting held December 12, 2024, in Indiana, Pennsylvania.

Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for Residential Revival Indiana

The committee reviewed the Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for Residential Revival Indiana.

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution is approved by action of the IUP Council of Trustees during the quarterly meeting held December 12, 2024, in Indiana, Pennsylvania.

FY2025-26 and FY2026-27 Proposed Student Fees

The committee reviewed the FY2025-26 and FY2026-27 proposed student fees as distributed.

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

THAT THE FEE INCREASES FOR FY2025-26 and FY2026-27, WHICH WERE DISTRIBUTED, BE APPROVED.

FY2025-26 and Beyond Residential Housing Scholarships

The committee reviewed the recommendation to revise the Residential Housing Scholarship Program, supported by the Auxiliary Fund, effective the fall 2025 semester. Because the Residential Housing Scholarship Program change is being recommended after the September 2024 IUP Comprehensive Planning Process was developed, it is asked that the revised Residential Housing Scholarship Program be endorsed by the IUP Council of Trustees today.

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

THAT THE PROPOSED REVISION TO THE IUP RESIDENTIAL HOUSING SCHOLARSHIP PROGRAM BE ENDORSED BY THE COUNCIL OF TRUSTEES.

REPORT OF THE ACADEMIC AFFAIRS COMMITTEE

Mark Holman, chair of the Academic Affairs Committee, presented the following report:

The Academic Affairs Committee recommends that the following actions, which have the endorsement of the president and the provost, be approved. Because of the large number of actions, only one was highlighted. Mr. Holman noted that, for complete information, please refer to the IUP-APSCUF Representative Council Actions document provided and available on the website.

- Program revision approved by the IUP-APSCUF Representative Council at its September 5, 2024, meeting as follows:
 - From the Department of Language, Literature, and Writing
 - Asian Studies Minor
- Program moratoriums approved by the IUP-APSCUF Representative Council at its September 5, 2024, meeting as follows:
 - From the Department of Language, Literature, and Writing
 - Teaching English to Speakers of Other Languages (TESOL), MA
 - From the Department of Communications Media
 - Strategic Communications, MS
- The Academic Affairs Committee recommends that the Liberal Studies Crimson Core criteria for the new Crimson Core framework be approved. This was approved by the IUP-APSCUF Representative Council at its September 5, 2024, meeting.
- Program revision approved by the IUP-APSCUF Representative Council at its November 7, 2024, meeting as follows:
 - From the Department of Career and Wellness Education
 - Health and Physical Education/K-12 Teacher Education, BSEd
- Program moratoriums approved by the IUP-APSCUF Representative Council at its November 7, 2024, meeting as follows:
 - From the Department of Allied and Public Health
 - Sports Science/Sports Studies, MS
 - Health and Physical Education/Adapted Physical Activity, MEd
 - Health and Physical Education/Community Health Education, MEd

At its November 5, 2024, meeting, the University Senate approved revisions to the following undergraduate policies:

- Program for Visiting High School Students (Dual Enrollment)
- Freshman Applications
- Grades and Quality Points
- Undergraduate Admissions Policy

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

THAT THE COUNCIL OF TRUSTEES OF INDIANA UNIVERSITY OF PENNSYLVANIA APPROVE THE ACTIONS THAT WERE APPROVED AT THE SEPTEMBER AND NOVEMBER 2024 MEETINGS OF THE IUP-APSCUF REPRESENTATIVE COUNCIL AND THE NOVEMBER MEETING OF THE UNIVERSITY SENATE AND SUBSEQUENTLY APPROVED BY PRESIDENT DRISCOLL.

Lara Luetkehans, provost and vice president for Academic Affairs, provided a brief update on outcomes and next steps in the Academic Program Review and Restructuring implementation.

Next, Provost Luetkehans introduced Hilliary Creely, interim dean of the College of Health Sciences and vice provost for Research and Innovation, who shared updates related to the July 1 Academic Affairs restructuring. Dr. Creely highlighted each of the core functional units—University Libraries and Research Support Services, Research Compliance, Technology Transfer, and Sponsored Projects—and described the strategic planning, new initiatives, and early successes. She then introduced Tracy Eisenhower, executive director of the IUP Research Institute, who described a very successful first fiscal quarter in sponsored projects.

Secondly, Provost Luetkehans introduced Miko Rose, founding dean of IUP's proposed college of osteopathic medicine, who reported on the progress of the proposed medical college. Dr. Rose shared overviews of fundraising efforts, clinical and graduate medical education partnerships, establishment of the administrative and faculty team, and new facilities development. She also shared progress on a research project to understand rural physician workforce development. Lastly, Provost Luetkehans introduced Todd Cunningham, Chris Kitas, and Jeff Montgomery, who provided details on the OneSIS project, which involves all 10 Pennsylvania State System of Higher Education institutions using the same Ellucian managed cloud student information system. They explained that the project aims to enhance cross-registration and academic sharing across the State System, with nine universities already on the shared technology platform. The student information system is based on the Ellucian Banner product.

In their report, they also provided an implementation status and timeline for various components of the OneSIS project at IUP, as well as the steady-state phase of the project starting in fall 2025, emphasizing collaboration and governance across the nine shared technology platform schools and coordination with the State System Central Administration, which is led by IUP personnel, and the vendor Ellucian.

REPORT OF THE STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES

Joyce Fairman, chair of the Enrollment Management Committee, presented the following report:

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

Tiffany Potts, director of Financial Aid, presented an update on the 2024-25 FAFSA (Free Application for Federal Student Aid) cycle and other financial aid information for IUP students. Delays with the PA State Grant Program, the impact of those delays on students, and how IUP responded to the delays were discussed. A look at the 2025-26 financial aid cycle was also provided.

REPORT OF THE UNIVERSITY ADVANCEMENT COMMITTEE

On behalf of Jennifer Baker, chair of the University Advancement Committee, Laurie Kuzneski presented the following report:

Jennifer DeAngelo, vice president for University Advancement, continues to lead her team while it raises funds for IUP's greatest needs, as well as the sesquicentennial campaign and celebration.

Advancement Services reported cash donations for fiscal year 2024-25 of \$3,213,361.87. The team maintains biographical data on 217,339 constituents.

The Office of Annual Giving has set its goal at \$1,000,000 for fiscal year 2024-25. First quarter numbers are calculated at \$155,756. Giving Tuesday was set for December 3, providing an opportunity to elevate those numbers.

The IMPACT 150 campaign's current philanthropic commitments for fiscal year 2024-25 total \$74,647,248, which is 49.8 percent of the working goal. The division has identified \$23.8 million for the proposed college of osteopathic medicine's escrow, which achieves 61 percent of the goal.

The Office of Alumni and Friends continues its commitment to communication, with results showing a 9.4 percent increase in net followers on social media. The office continues its work with campus partners for events and projects resulting in additional campus engagement.

The Alumni Legacy Breakfast in September encouraged students to take advantage of the opportunities available to them as IUP students.

The office has several notable upcoming projects, which include an unsubscribe outreach, automated tax receipts, and alumni engagement strategy. The team is once again focusing on winter commencement, December 14, 2024, followed by a celebration toast in historical Breezedale.

The Office of Strategic Partnerships continues to work with a variety of groups and councils, including the ARIN Intermediate Unit Executive Workforce Committee, the Cambria County Conservation Authority, and the Western Pennsylvania Ad Hoc Economic Development Task Force, to foster opportunities for IUP students and faculty to interact with industry partners.

The office has continued its support for the proposed college of osteopathic medicine, completing more than 40 qualification calls and three grant submissions during the first quarter.

Season 2 of the *Rural Health Pulse* podcast, directed and produced by IUP's own Department of Communications Media, has been completed. This podcast originated from an IUP-Indiana Regional Medical Center collaboration that began during COVID-19. The podcast has afforded the opportunity to showcase local stakeholders in the proposed college of osteopathic medicine.

OTHER BUSINESS

Approval of President Michael A. Driscoll's 2023-24 Annual Review Report

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

THAT THE 2023-24 ANNUAL REVIEW REPORT FOR PRESIDENT MICHAEL A. DRISCOLL BE APPROVED AS SUBMITTED.

Approval of the Student Trustee Nominee

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

THAT THE COUNCIL OF TRUSTEES APPROVE THE NOMINATION OF JACKSON WHITE AS THE NEXT IUP STUDENT TRUSTEE.

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 MARCH 6, 2025.

ADJOURNMENT

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

THAT THE MEETING BE ADJOURNED AT 5:44 P.M.

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

On behalf of Mrs. Joyce R. Fairman