

SLIPPERY ROCK UNIVERSITY COUNCIL OF TRUSTEES MINUTES

December 13, 2019

The Slippery Rock University Council of Trustees held its quarterly business meeting Friday, December 13, 2019, Theatre, (Room 315), Smith Student Center. Chair Jeffrey Smith called the meeting to order at 10:00 a.m.

Recording of Attendance

Trustees present: Dr. Alfonso Angelucci, Mr. Matt Lautman, Mr. William McCarrier, Mr. Dylan Colcombe, Mr. Jeffrey Smith, Mr. Robert Taylor, Mr. Joshua Young, Ms. Suzanne Vessella

Trustees absent: Mr. Tom Breth, Senator Mary Jo White

Approval of REVISED Meeting Agenda

Trustee Smith called for any additional items or changes to the meeting agenda before approval.

Trustee Taylor moved, second by Trustee Vessella, a motion to add Item H.: "Resolution: Restructuring of Fundraising and Giving" to the December 13, 2019 meeting agenda. Motion passes.

Trustee Angelucci moved, second by Trustee Lautman, approval to table Item B: Master of Science in Recreational Therapy. The item is tabled to allow for more information to be provided to Council relative to the program's potential and implementation. Motion passes.

Trustee Lautman moved, second by Trustee Young approval of the December 13, 2019 REVISED meeting agenda. Motion passes. (TAB 18) (Appendix A)

*Added Item H., Resolution: Restructuring of Fundraising and Giving

*Tabled Item B., Master of Science in Recreational Therapy (academic program)

Approval of Minutes

Trustee Angelucci moved, second by Trustee Colcombe, approval of the September 27, 2019 meeting minutes. Motion passes. (TAB 19) (Appendix B)

Public Comments

Nicole Dunlop, President, Student Government Association

Good Morning Council of Trustees:

I hope you have been doing well. My name is Nicole Dunlop and I am the President of the Student Government Association. The SGA has had a productive semester which I am excited to share with you all.

To start, the Student Government has hosted our second Town Hall of the semester on November 7th with the topic of Mental Health. There were six campus-wide panelists including Jennifer Phillips from Residence Life, Janet Flecker from Student Health Services, Dr. Ken Messia from the counseling center, Dr. Jayne Hale from the President's Commission on Mental Health, Stacy Arend from Athletics, and Kim Coffaro from the Disabilities Office. There were over 130 students at the event, and many great ideas and concerns were brought forth from students. Some of these points were about the hour sofa the counseling center, what kind of support Community Assistants get, and the lack of mental health training for faculty and staff to name a few. If any of you are wishing you could have made it to the meeting, you are in luck because the live stream of the Town Hall has been saved to WSRU-TV's Facebook page under videos. The SGA has decided that our next Town Hall topic will be focusing on Campus Inclusion, and you are all more than welcome to attend.

In addition, the Student and Academic Affairs Committee and Vice President Harper has been continuing their efforts with the Food Pantry that was officially opened this past April at the Macoskey Center. The food pantry is open to all students on Tuesdays and Thursdays during common hour. Anonymous Exit surveys were created over summer to gain a general understanding of how the food pantry can better serve students. The questions asked were, why did you choose to use the food from Bob's Market (optional), was it difficult to find/hear about Bob's Market, what items and how many did you obtain from Bob's Market, and in the future, what other items would you like to see at Bob's Market? In the data, we have received 29 exit surveys. In these surveys, we found that most students didn't feel comfortable stating why they chose to use Bob's Market, but from the students who did respond, the common response was due to insecurities around money. Most students stated that it wasn't difficult to find/hear about Bob's Market save for 2 respondents. There was no real trend found in the food taken by students; most students just grabbed a couple small food items. When asking what students wanted more of, yet again most students chose not to respond, but from the ones who responded, Nutrigrain bars and garbanzo beans were very popular requests.

As for an update from our VP of Finance: During the fall semester, the SRSGA entertained and approved to fund 27 different student organizations. These funds went toward various line items ranging from facility rentals, to speaker fees, to homecoming events, to event tickets to the zoo and a musical. Finance Committee also worked to improve applications and criteria for the SRSGA Conference Grant, SRSGA Leadership Scholarship and began forming the criteria of the Endowed Scholarship. Finance Committee received 18 applications to the SRSGA Leadership Scholarship both from Senators and other student body members, for which they are extremely proud of the outreach. Upon review by an outside decision committee, SGA was able to award it to one of our own Graduate Senators, Tabea Ohle who demonstrated above and beyond leadership characteristics and abilities in her various roles on campus. Finance Committee is also in the final stages of establishing the criteria for the Endowed Scholarship and VP Hazelett is looking to meet with Tiffany Aloji and Erin Bryer to start writing the actual scholarship itself to make it readily available as soon as possible.

One finance motion that I wanted to emphasize is the SGA approved to fund a pilot program for free menstrual products on campus. The funding will cover nine all-gender bathrooms in academic buildings and one in Boozle Dining Hall. The finance committee and social justice committee will be working together to ensure we have appropriate data from the pilot program so we can go from there.

Last month, there were several GIESO signs that were found vandalized in various places on campus. In response, the SGA has approved a proclamation focusing on promoting campus inclusion and providing support to any students that need it due to any form of discrimination on campus. I have a copy of the proclamation if anyone wishes to read over it.

I wanted to announce that since becoming confirmed as a Board of Governors member I attended the quarterly meeting in Kutztown. As a junior I will be able to serve until I graduate, and I am excited to not only represent SRU students but the entire PASSHE system.

Lastly, I wanted to say good luck to the football team tomorrow! I hope to see everyone at the game!

Thank you.

Presentations

Incorporating Research into the Classroom

Dr. Bradley Wilson, associate provost, for Academic Affairs and Integrated Learning

Dr. Heike Hartmann, Da Vinci Faculty Fellow for URSCA, professor, Geography, Geology and the Environment

Ms. Olivia Barner, Dance and Exercise Science, Hermitage, PA

Ms. Anna DeRubeis, Dance and Special Education/Early Childhood, Altoona, PA

REPORT OF THE PRESIDENT

President Behre provided remarks (**Appendix C**)

COMMITTEE REPORTS

Academic and Student Affairs Committee (Agenda, Appendix D)

Trustee Angelucci chairs the Academic and Student Affairs Committee. He provided the following report of the committee.

The Academic and Student Affairs Committee met yesterday afternoon. We had one action item for consideration and two items for information.

Dr. Deborah Hutchins and Dr. Betsy Kemeny, faculty in Parks, Conservation and Recreation Therapy presented the Master of Science in Recreational Therapy Program proposal. Recreational Therapy is a professional and academic allied health discipline that improves the health and quality of life of individuals. Students accepted into the 4 + 1 program will earn a BS and MS in Recreational Therapy in 5 years. Other full-time students will finish their coursework in 18 months. Part-time students will earn degrees in 27 months. Ms. Birckbichler reviewed program financials. The committee approved moving the program proposal forward for consideration by the full board.

Dr. John Rindy, director, Career Education and Development and Ms. Julie Varnish shared the podium to provide a collaborative effort among athletics, career education and development, and the Office of Student Engagement.

Dr. Rindy presented ROCK Career Champions, a four-year, high-engagement program to get athletes more engaged in their career development. Julie Varnish presented her collaboration with SRU Athletics to enroll first-year student athletes and first semester transfer student athletes in two Emerging Leadership Experience cohorts for the Fall 2019 semester. Andrea Miller, Asst Athletic Director and Senior Women's Administrator in her work with the Student Athletic Advisory Council, is requiring active members to participate in an array of career and life skills development programs offered at SRU.

Dr. Jerry Chmielewski, interim provost/Vice President for Academic Affairs and Ms. Carrie Birckbichler, chief data officer, provided an update detailing the status of the new market drive programs established over the past six years.

Ms. Birckbichler also distributed to trustees the annualized five-year university goal setting workshop due to the System January 17. The workbook was established by System Redesign Phase I task groups.

Many thanks to Trustee Lautman who offered accolades to the faculty and administration for their diligence and innovative planning that has led to SRU's strong position in the region, nationally, and in the System.

Chairman Smith, this concludes my report.

Finance Committee (Agenda, Appendix E)

Trustee McCarrier chairs the Finance Committee. The Finance Committee met yesterday afternoon at 2 p.m. and discussed several topics:

Dr. David Jacobson, CPA Principal, CliftonLarsonAllen LLP presented the audit results of FY 19. Highlights of the presentation included a clean unmodified opinion on the audit with no material weaknesses and no corrected or uncorrected misstatements, financial statement highlights, and future GASB statements for the council's awareness.

Ms. Molly Mercer, Chief Financial Officer, presented the Financial and Budget Update for FY 2019/2020 and an update on the projections for future years. The projections highlighted the expected budget gap as a result of regular cost increases. Additionally, information was shared regarding the impact of recently ratified collective bargaining agreements.

Ms. Mercer, and Dr. Amanda Yale, Chief Enrollment Management Officer, presented the university's comprehensive Tuition Rate and Financial Aid Model. The council received a briefing on the pricing proposal to raise the tuition 3.5% for the upcoming two fiscal years. The proposal was developed through an extensive review of data and an outside expert. The budgeting needs of the university were a driving factor given the required cost increases. There was additional discussion around scholarship needs and institution and Foundation student aid contributions.

The following action items were approved in committee to move forward for consideration by the full board.

- Tuition Rate and Financial Aid Model
- Affiliated Entities: Certification of Compliance
- Contracts, Fixed Assets and Service & Supply Purchase Orders

Additional reports were provided to the committee as informational items; including the Facilities & Planning Project List, and the divisional report.

Chairman Smith, this concludes my report.

Governance Committee (Agenda, Appendix F)

Trustee Matt Lautman, chair, provided the following report:

Yesterday we met in committee and discussed two potential action items for consideration by the full board.

Chairman Smith provided a PACT update and shared information related to trustee accountability and continued discussions that are taking place to enhance the role/responsibilities of trustees.

- Briefly discussed the possibility of planning a retreat with Foundation Board members and Alumni Board members. We see this as a necessity to work more closely together and collaborate on the common goal of SRU's success/success of our students. We were first looking at January, but understand that is not realistic with time constraints, so we are looking at spring. We understand the need to have a facilitator for this retreat.
- President's evaluation process – formalizing the process locally and discussing how we can possibly include stakeholders in our process and improve the process.
- Calendar mentions for winter 2019 and spring/summer 2020 were included in the materials as information. The next Council of Trustees quarterly business meeting is March 26 & 27, 2020.

This concludes my report.

University Advancement Committee (Agenda, Appendix G)

Trustee Robert Taylor chairs the University Advancement Committee. He provided the following report.

There is an action item regarding the naming of an office on campus in just recognition for a gift from First National Bank. Dr. Behre reported on this yesterday.

Dr. Dennis Prescott, Senior Vice President of Executive Partners, Bentz, Whaley, Flessner, presented along with Dr. Bucha regarding the proposed campaign for Slippery Rock University. He proposed a \$30M campaign started this current calendar year through 2026. The silent portion of the campaign runs now through 2023. There is no action item on this, we are in the throes of this. The recent gift of \$1M is an incredible kick-off to this campaign. Congratulations to all who worked to

make this gift come to fruition. This, in addition to the naming opportunities we have approved in the last couple meetings were incredible efforts.

Bentz Whaley Flessner recommendations include:

- Use the campaign prospectus as a model to develop a compelling case for support;
- Enable senior administrators to be more engaged and productive in fundraising programs for their colleges, departments, and programs;
- The campaign is a vehicle to motivate Foundation and University volunteer leadership to be more invested and involved in the life of the University through philanthropy;
- Increase awareness about SRU's philanthropic priorities among alumni and friends;
- Structure and enlist a volunteer campaign committee to lead the effort;
- Develop a campaign plan, including strategies, responsibilities, and resource requirements;
- Foster collaboration and teamwork required to plan, execute and achieve campaign success.

The Report of the Foundation continues to spark concern. There is a resolution in front of you, the result of an increasing frustration with the lack of activities by the Foundation. The report yesterday was disturbing: 1) rate of return on our investments were flat. It has not been a flat year in the market – caused some concern, and 2) The Foundation Board is not actively engaged in helping the President in fundraising endeavors. The Council of Trustees of SRU intend for the President and his management staff of the University to have greater access to and ability to rely upon the philanthropic gifts made to the University as collected, managed and invested by the Foundation.

The bottom line, and I am reading from the Resolution that will be presented for action later on in this meeting states, “The Council of Trustees of Slippery Rock University requests the President of Slippery Rock University and his management staff, working in conjunction with the Foundation, to complete, no later than August 31, 2020, a restructuring study of the fundraising and alumni engagement for Council of Trustees review that centralizes both functions in the University, permits the Foundation to continue managing its assets, and creates a Memorandum between the University and Foundation that streamlines the distribution of funds from Foundation accounts to the University based on policies and procedures that increase the availability of funds and the timely distribution of funds for use as needed by the University for the student population.”

Dr. Bucha provided financial reports on the SRU Foundation and the SRUF Campus Housing as of September 30, 2019.

- Total Net Assets & Liabilities of the SRU Foundation, Inc. totaled \$40,022,542
- The SRU Foundation, Inc. investment portfolio value totaled \$33,513,568
- The SRUF Campus Housing Inc. & subsidiary Net Assets & Liabilities totaled \$117,061,023

Ms. Swift reported on development activity as of September 30, 2019.

- 2019-2020 Gift Income totaled \$554,000
- Development officers conducted 90 visits and made 65 proposals for support
- The number of Founders' Society members (donors who give \$1,000 or more annually) totaled 147
- Gift income as a result of the 2019 Sunset Serenade totaled \$175,000

Ms. Bailey reported on Alumni Engagement through September 30, 2019, highlighting the following topics:

- October 11 – 12, 2019 SRU Homecoming Weekend

- Fall Alumni Events
- The Alumni Speaker Series
- Backpacks to Briefcases

Executive Session (Agenda, Appendix H)

Council met this morning in executive session with President Behre. No report; closed session.

ITEMS FOR COUNCIL ACTION

Naming Resolution: First National Bank (Tab 12) (Appendix I)

Trustee Angelucci moved, second by Trustee Young, approval of the Naming Resolution: First National Bank. Motion passes unanimously.

Master of Science in Recreational Therapy (Tab 6)

The item is tabled to allow for more information to be provided to Council relative to the program's potential and implementation.

Contracts (TAB 9) (Appendix J), Fixed Assets, (TAB 10), (Appendix K), Service and Supply Purchase Orders (TAB 11, Appendix L)

Trustee McCarrier moved, second by Trustee Young, approval of the Contracts, Fixed Assets, Service and Supply Purchase Orders. Trustee Taylor abstained from voting on Contracts. Motion passes.

Affiliated Entities: Certification of Compliance (TAB 8) (Appendix M)

Trustee Young moved, second by Trustee Lautman, approval of Affiliated Entities: Certification of Compliance. 6 YES, 2 NO. Motion passes.

ROLL CALL VOTE:

Alfonso Angelucci	YES	Robert Taylor	NO
Dylan Colcombe	YES	Suzanne Vessella	NO
Matt Lautman	YES	Joshua Young	YES
William McCarrier	YES		
Jeffrey Smith	YES		

Trustee Taylor made a comment for the record. "I am not in favor of this motion as it pertains to the University Foundation or to the Student Housing LLC Corporation. I am very much supportive of certifying the Alumni Association and the Student Government Association. I do not want the alumni or students to interpret my no vote as anything connected to them."

Tuition Rate and Financial Aid Model (TAB 7) (Appendix N)

Trustee McCarrier moved, second by Trustee Angelucci, approval of the Tuition Rate and Financial Aid Model. 6 YES, 2 NO. Motion passes.

ROLL CALL VOTE:

Alfonso Angelucci	YES	Robert Taylor	NO
Dylan Colcombe	YES	Suzanne Vessella	NO
Matt Lautman	YES	Joshua Young	YES
William McCarrier	YES		
Jeffrey Smith	YES		

DISCUSSION:

President Behre: Mr. Chairman, I want to say something to begin the discussion on this action item. I have three points I'd like to make on this. The first one is that everyone in this room is dedicated to the success of our students. There's no question about that.

No one wants to put up barriers, the policy in front of you is because of a pilot and the motion in front of us is because of a policy decision in Harrisburg. We are currently depending on how you measure 48 out of 49 IN THE NATION in support of higher education. This means that Mississippi supports higher education better than Pennsylvania does. I'll pause so that sinks in. The outcomes of voting matters and the outcomes of election matter. And this is a basic reason why.

Our contracts are escalating. If we don't do something now we will be before the Council of Trustees in four years when the cumulative effect of our contracts is \$13M and we are asking for an outsized tuition increase which you will be very uncomfortable with and I understand that.

If we don't do something now we will be decreasing student services and the effect of our education on our students starting the next fiscal year. And finally, we've been questioned a lot about our efficiencies. It was a very fair question, this is according to PASSHE budget report data. We are currently the most efficient school with 9.84 students per employee, the seventh most efficient, right in the middle, is 7.34 students per employee and the least efficient school in the system has 5.26 students per employee. This is a fiscally responsible institution, we would not be asking for this if we did not believe wholeheartedly that we need it. Student Success is paramount to everyone in this room, and we need this in order to provide the product that we promise. Thank you, Mr. Chair.

Trustee Colcombe: Mr. Chair, if I may, I just wanted to point out that I had spoken to several students across the University and they feel that the percentage and dollar amount increase that would be proposed with this tuition amount would not be so damaging that they would ever consider leaving SRU. They find the Rock Solid Education that is provided here is well above the increased amount requested.

Trustee Young: This is an arena we have not found ourselves in before as tuition has been mostly a Board of Governors decision. My concern is that I do not want to price Slippery Rock out of a market that we are already struggling in. And I don't want to price a student out of being able to afford an education at this university. Myself and many of my friends that attended Slippery Rock had to pay for this on our own. We didn't have wealthy parents that could pay for an education and

absorb the cost of tuition increases. I am leaning in favor of this just because I want to make sure this institution survives, thrives and will allow students already cut out of the financial aid access to that. So that is the reason I am leaning toward yes.

Trustee Vessella: None of us want to raise tuition. It's always uncomfortable, but it is the easiest route. And, at this point in time, I think we need to explore the less easy route. It is time to stop putting this on the backs of the students and their parents.

Trustee Taylor: Mr. Chairman, I like Dylan, talked to parents of Slippery Rock University students and they don't look at this the same way. The Board of Governors do this all the time. It's a great little trick. They say it's only \$100 and its only \$1.22 a day and that what were talking about. In the scheme of 365 days a year, this is \$1.22 a day. But Mom and Dad don't look at it this way. They look at that number and say \$21,600. That's the number they've got to worry about. And in a family of four making less than \$100,000, \$21,600 is a pretty big nut to crack. And you've seen the articles. This is a continuation of the model that has led to the spiral of higher education in this country. Because Slippery Rock will have to go after the kids whose families make more than \$100,000 in order to get enrollment, because the kids that can't afford this type of tuition will go to community colleges or they'll get certificate degrees from technical or trade schools. They just won't be able to afford to come. Dr. Behre, you've been given a bad hand here. I agree, this is not your fault. You know, we had an anemic fundraising program before you got here, part of this is a result of that. I don't think we should be spending \$900,000 a year on a Foundation – we could save money there. I mean there's just so many places that we ought to look hard at before we lay this on the kids and their parents. Tuition should always be the last remedy. And the precedent here is that the balloon doesn't come for two or three more years. We're going to be right back at this in two years. There is no other option if we don't get more support from Harrisburg. And if we don't look at other creative ways to raise money. Bill, you're doing it, I'm not. This is not a condemnation of what you and your staff are working on, but just think about the parents at the kitchen table because you've all been there. All of you who have sent your children to college know what it means to have to figure out how to pay for it. And we've got a lot of families that send children here and \$21,600 is a hard number. And despite all our efficiencies, I'm going to vote no. Because I've always voted no on tuition from the time the Board of Governors passed 7% back in 2012. The Board of Governors were so proud of themselves for not raising tuition. I didn't realize until yesterday they had passed the policy in April to allow us to raise tuition. It was easy for them to put up a zero tuition vote in July at the Board of Governors because they knew where the next vote was going to have to come from. It wasn't coming from the Board of Governors, it was coming from the Council of Trustees. We are in a tough spot, but the people that are in a tougher spot are the parents that are paying for these students, and in many cases, the students that are paying for these students. And the debt that they are going to walk off campus with when this is over. So, I am voting no.

Trustee Smith: I would just like to put in my two cents that I will probably grudgingly vote yes in support of this ask. Out of respect to the president, his staff, who despite some hard questions, put together a compelling case why they need the increase. I went through the portions of it yesterday that I am adamantly opposed to, but I will swallow that and would agree with some of the sentiments that we do need to find those harder ways of increasing the money and not just rely on the students and this resolution that we are looking at later may help us find better ways to do this. One thing that I do want to note. I think most everybody is aware of this, I don't know that people who attended today are aware of this. I really appreciate the fact that Dr. Behre brought this forward to the Council to vote on. I fought pretty hard with the Chancellor's Office and the Board of Governors that I opposed that President Behre did not have to bring this forward to a vote. The official language in

the Board of Governors policy is that he can bring forward whatever pricing proposal after consultation with the Council of Trustees. He could have simply mentioned this yesterday. But he didn't do that, he came to us and asked for us to vote on it. And so for that, I do appreciate that and I think he deserves real praise for doing that. So, thank you.

Resolution: Restructuring Study of Fundraising and Giving (Appendix O)

Trustee Taylor moved, second by Trustee Vessella, approval for Resolution: Restructuring Study of Fundraising and Giving. 7 YES, 1 No. Motion passes.

ROLL CALL VOTE:

Trustee Angelucci	YES	Trustee Taylor	YES
Trustee Colcombe	YES	Trustee Vessella	YES
Trustee Lautman	YES	Trustee Young	YES
Trustee McCarrier	NO		
Trustee Smith	YES		

DISCUSSION:

Trustee McCarrier: Is it necessary to vote on this? Isn't this the President's job to examine things like this?

Trustee Smith: There was a request from the committee chair to move this forward as Council action. While the President's goals do include fundraising efforts, this is more specific with a specific timeline to report back. I think it's appropriate to vote on this Resolution.

Trustee McCarrier: I have a problem with this being presented this morning as I had no time to review it. For that reason, I am voting no on the item.

Trustee Smith: That's fair.

Trustee Young: Mr. Chair, I believe the motion is appropriate given the information shared yesterday and given the vote we've just taken.

INFORMATION ITEMS

Next Meeting:

March 26 & 27, 2020

Meeting Dates: 2020

June 4 & 5, 2020

Facilities and Planning Active Project List (Cabinet Report) (TAB 15) (Appendix P)

HR Personnel Items (TAB 17) (Appendix Q)

Financial Report (TAB 16) (Appendix R)

Divisional Reports (TAB 20)

FOR THE GOOD OF THE ORDER

Trustee Young: GO ROCK Football tomorrow!

Trustee Lautman: I tried not to emphasize sports, I'm such a fan of all sports – watching, not playing. Congrats to the ROCK Football Team and the ROCK Band – nice run on social media. GO ROCK! Great excitement! And let's remember we have 525 graduates walking across the stage tomorrow at Commencement!

Trustee Angelucci: It is great to see the ROCK Band out there and the ROCK Cheerleaders spreading school spirit. We employ a staff member at Slippery Rock School District who is a graduate of Minnesota State University. I did give permission for her to wear her sweatshirt today, but we made a point to surround her with Slippery Rock people in the picture. GO ROCK!.

Trustee McCarrier: Dr. Phil should be invited to the game tomorrow. There is no doubt there is a Slippery Rock after what our football team has accomplished and will accomplish tomorrow.

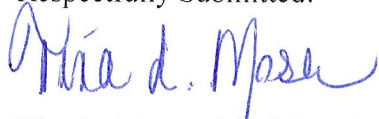
Trustee Colcombe: Thank you, Dr. Behre, for all you have done for us and for this university. We appreciate your efforts for the betterment of SRU.

Trustee Smith: Once a month I have the best time going to lunch with the President and a group of students. At the last lunch, I asked a student what it's like with the atmosphere of the football team's amazing season. The student replied it's a good thing, lots of talking about it. It has really been great and it's a great way to raise awareness about SRU's academic reputation and athletic reputation. I am glad to be a part of it.

President Behre: Wishing you all a wonderfully quiet and restorative holiday season.

With no further business, the Slippery Rock University Council of Trustees business meeting adjourned at 11:12 a.m.

Respectfully Submitted:



Tina L. Moser, Administrative Liaison to the SRU Council of Trustees