

MEETING MINUTES
SLIPPERY ROCK UNIVERSITY COUNCIL OF TRUSTEES

December 12, 2025

The Slippery Rock University Council of Trustees held its quarterly business meeting Friday, December 12, 2025, in the Russell Wright Alumni House and Conference Center and via Zoom conferencing. Chair Angèle Stoebener called the meeting to order at 10:30 a.m.

Meeting materials for this meeting can be found on the SRU Council webpage:

[SRU COT LIVEBINDER December 2025](#)

RECORDING OF ATTENDANCE

Trustees present: Dr. Alfonso Angelucci, Mr. Domenic Ionta, Mr. Matt Lautman, Dr. Elise Michaux, Mr. Jeffrey Smith, Ms. Angèle Stoebener, Mr. Robert Taylor, Mr. Joshua Young

Trustees absent: Mr. Dan Lavalley, Ms. Charli Severo

APPROVAL OF MEETING AGENDA

Trustee Angelucci moved, seconded by Trustee Lautman, approval of the December 12, 2025, meeting agenda. Motion carries. **(TAB 6, Appendix A)**

APPROVAL OF MEETING MINUTES

Trustee Angelucci moved, seconded by Trustee Lautman, approval of the September 19, 2025, quarterly business meeting minutes. Motion carries. **(TAB 7, Appendix B)**

Trustee Michaux moved, seconded by Trustee Angelucci, approval of the October 9, 2025, special meeting minutes. Motion carries. **(TAB 8, Appendix C)**

Trustee Angelucci moved, seconded by Trustee Michaux, approval of the October 23, 2025, special meeting minutes. Motion carries. **(TAB 9, Appendix D)**

PUBLIC COMMENT

Connor Pavlicko, SRSGA President, provided public comments.

Good morning Trustees, President Riley, and all in attendance:

SGA is excited to announce that we will be hosting our first ever advocacy day. The goal with this is to bring SGA E-Board members and senators together to advocate for the student body and SRU to legislators in Harrisburg.

This is an exciting opportunity that I get to champion with President Riley, and we are really excited about the outcomes. I don't have a date set in stone yet, but I will have one for the next time that we meet. Additionally, I will be meeting with the Borough Council to re-establish the relationship with SGA. I believe that it is important

for the students to have a relationship with the local government. Students eat off campus, shop off campus, walk off campus, and so much more.

A concern of mine has been student safety and considering the recent incidents and acts of violence off campus, I want to ensure that every student feels safe on and off campus. SGA will also be gathering data regarding parking and dining with our SLS survey. My VP Emma Williams has worked countless hours trying to perfect the questions, so we have good data, and I am prepared to share that with you the next time that we meet. Thank you everyone!

COMMENDATIONS

None

PRESENTATIONS

None

REPORT OF THE PRESIDENT

Karen S. Riley, Ph.D.

Enrollment:

Our attention has moved to Fall 2026, although we are working hard to bring in transfer and graduate students for January admittance. The information provided is as of November 28, 2025. These numbers change continually and as such the numbers presented within the VP presentations may vary from those listed below.

Winter 2025 numbers are up by +18. Undergraduate headcount is up by +56 (4.7%) while graduate headcount is down by -38 (7.2%). We continue to evaluate winter term. The fluctuations do not seem to have a pattern from year to year, but we continue to evaluate the necessity and the ROI on these offerings.

Spring 2025 numbers reflect an increase year over year at this point in time. Headcount overall is up by +180 (2.5%) with undergraduate headcount up +172 (2.9%) and graduate up +8 (0.7%).

New spring deposits are typically small. We have mixed results with new first-year deposits being up with transfers showing a decline.

Spring 2026 NEW FIRST-YEAR DEPOSITS:

- First-Year Spring Deposits: Deposits are down by -10.

Spring 2026 NEW TRANSFER DEPOSITS:

- Transfer Spring Deposits: Deposits are up by +13.

Fall 2026 NEW FIRST-YEAR DEPOSITS:

- First-Year Fall Deposits: Deposits are up by +26.

Fall 2026 NEW TRANSFER DEPOSITS:

- Transfer Fall Deposits: Deposits are up by +2.

GRADUATE:

- Graduate Winter Deposits: Deposits are down by -16.
- Graduate Spring Deposits: Deposits are down by -26.
- Graduate Summer Deposits: Deposits are down by -18.
- Graduate Fall Deposits: Deposits are up by +24.

Preliminary operational retention shows an increase for first year students of 0.9%, 2.2% for second year students, and 1.6% for third year students. Our campus daily visits, high school programs, Saturday campus visits, and Open Houses are all reporting strong participation numbers. We are seeing an increase at the top of the funnel which is extremely important. We are also continuing to prepare for the pending enrollment cliff.

Financial Picture/Budget Scenarios: The revenue and expenses are consistent with the proposed budget which was approved during a special meeting. The Pennsylvania State Budget passed on November 12, 2025, following a multi month delay. We planned for flat funding. We did lose approximately \$150k in interest by not receiving the state appropriation on time. The federal shutdown also ended that week allowing all federal funded employees, in our case ROTC, to return to work. There have been no unanticipated events resulting in significant changes in revenue or expenses.

Construction Projects: The large projects were completed in the summer of 2025. We are currently working on getting renderings for several large-scale projects, the renovation of the Morrow Field House and the implementation of the multi-stage Academic Master Plan.

Strategic Plan:

Implementation

The strategic planning process involved meaningful contributions and thoughtful work from across the campus community. The cabinet met with each of the Pillar Chairs, to discuss their plans for the year and to refine their action items and activities.

Highlights

Pillar Working Groups

The working groups continue to meet. Each of the groups has adopted a structure that works for them. Per our policy on working group leadership, a rotation off after two/three years to ensure consistency within the group, the deans who served as leads are no longer serving in these roles. The leadership of a working group was too time-consuming for those who also had such large leadership roles. Working groups have right sized through the summer and fall, with several individuals cycling off due to various conflicts. This was expected and appears to be serving the groups well.

The working group chairs met with the cabinet to discuss their progress and to share their implementation plans for the 25-26AY.

Implementation Plans

Each of the strategies in the strategic plan has several actionable activities. Cabinet members and pillar working groups lead various activities and action items are provided below. At the end of each semester, leads update their implementation plans and submit evidence of completed action items.

Pillar 1: Inclusive Culture

- **1.1 Recognition and Engagement:** creating eight new staff/non-teaching faculty awards to be merged with current faculty awards. An all-inclusive celebratory event is being planned for spring 2026.
- **1.2 Advance Access and Belonging:** finalizing inclusive faculty search procedures; converting academic life coaches to permanent positions.
- **1.3 Communication and Branding:** reinventing social media position for divisional needs; revising SRU Campus Update to be division-specific; launching new brand platform following MOCA assessment; continuing *This Week at the Rock* and *Rock Roundup* series.
- **1.4 Training and Support:** implementing monthly micro-trainings for clerical staff; enhancing SRU Concern Center visibility across campus.

Pillar 2: Academic Discovery

- **2.1 Excellence and Goal Attainment:** launching new Nursing Program; admissions underway; expanding participation in work-based learning.
- **2.2 Premier Student Experience:** upgrading engineering and nursing facilities; implementing DocuSign for academic and compensation forms; highlighting campus study spaces for finals.
- **2.3 Retention and Completion:** maintaining year-over-year retention momentum through targeted initiatives.
- **2.4 Expanding Learning Pathways:** developing BA degree with Eastern Atlantic States Regional Council of Carpenters; launching apprenticeship through CTRA Grant; initiating SRU–CCBC Aviation Program collaboration.

Pillar 3: Community Impact

- **3.1 Community Engagement:** establishing central 'front door' for community partnerships.
- **3.2 Educational Outreach:** creating annual community engagement report template; expanding high school partnerships for early-college programs.
- **3.3 Alumni and Industry Partnerships:** forming Jump Start alumni network and mentor connections; revising alumni engagement plan with stakeholder input.
- **3.4 Sustainability Practices:** developing comprehensive Sustainable Energy Plan.

Pillar 4: Financial Stewardship

- **4.1 Operational Efficiency:** restructuring School of Business departments; implementing zero-based budgeting for FY 2025–26; upgrading classroom technology; streamlining IT support; evaluating the contract for athletic uniforms and apparel.
- **4.2 Revenue Diversification:** developing scholarship campaign case statement; implementing Events Development Plan.
- **4.3 Alignment and Standardization:** standardizing budget and prioritization processes across colleges.

Although there are many initiatives within the strategic plan that could be highlighted, the following represent a sampling of activities within the various pillars.

Pillar #1 Robust, Supportive and Inclusive Culture

1.2 Advance Access and Belonging practices and awareness across campus.

Office of Climate and Culture

Over the past several months we have been working to solidify our plan for the office of Culture and Climate. We held three additional meetings with three faculty, three staff, and one student representative. The group came to consensus regarding the responsibilities, name, and location of the new office. The Office will be housed within Human Resources. Keshia Booker has been asked to serve as the Executive Director of the newly named Office of Climate, Culture and Compliance. Keshia will report to Holly McCoy, Chief Executive Human

Resources Officer and will have a dotted line to the president. She will advance initiatives to improve the climate and culture of the university with a focus on inclusion within the faculty and staff. Keshia will also serve as the ADA compliance officer and will work on compliance with Title IX as well. Keshia will continue to serve on the President's Cabinet.

It is important to note that a search was not conducted to fill this position. SRU has a policy that when a person serves as an interim and there will be an elimination of their position within a new structure that they can be appointed to the position with the approval of the hiring manager. The Office of DEIB was restructured. The VP role was not filled when Dr. Jones separated from the university. Keshia served as the Interim VP while the Office was restructured. The level and title of the role were reviewed and developed across multiple groups including a level review by Human Resources.

1.4.a Implement effective leadership structures, strategies, expectations, and plans across the university.

We continue to build the skills of our leaders in order better serve our students, our colleagues and our community. Learning from other disciplines is one way to grow and to develop new skills. John Sabo, VP of Leadership Development at Deep Well, joined the Administrative Council and led the group in some leadership development activities. A survey was conducted following the session. The group felt that the information was effective and helped them to develop additional skills and to reflect on their current approaches to leadership. John is an alum of SRU and recently received the Distinguished Alumni Award.

Pillar #2 Commitment to Academic Discovery and Human Growth

2.2 Provide premiere student experience.

We announced that we will be adding two sports to our athletics complement: men's wrestling and women's flag football. The programs are expected to launch in the fall of 2027. In the best case scenario, athletics can boost enrollment. At a minimum it can serve as a buffer to enrollment decline. As such the addition of these two programs is part of our strategic approach to enrollment management. Our student athletes are some of our best students academically, with prominent levels of engagement and increased retention and persistence.

Men's wrestling was offered at SRU from 1958 to 2006. Since the program was closed there has been a strong movement to bring it back. When I arrived, I was informed that there were many donors who would be interested in supporting the program, should it be reintroduced. Financially it did not make sense to bring back the program unless we were able to secure full funding for at least the first three years. Dr. Page and I met with this group of alums several times and developed a plan. I met with the large donor who had been waiting on the sidelines, so to speak, and was able to secure a large pledge. Troy worked with the group as well to establish a 501c3, to fund SRU wrestling. This is a common approach nationally and within the PSAC. We have met the pledge amount of \$2M and continue to fundraise in order to support the program as it moves forward.

We cannot add a men's sport without adding a complimentary women's sport. We explored women's wrestling but decided that women's flag football was a better fit for SRU. Women's Flag Football is on the rise, and our research shows that it is growing in popularity in middle and high schools. We also have a long history with the Pittsburgh Passion, the local women's tackle team, owned by Teresa Conn, an SRU Athletic Hall of Fame member and the late Franco Harris. The three-year runway is also important for this support in order to be financially beneficial to the university. As such there is a campaign to fund this sport. We are not quite as far along with the fundraising campaign for flag football as we are with wrestling but are confident that we will hit the target prior to the launch.

2.3 Improve retention and graduation rates.

SRU, BC3, and CCBC participated in the Aspen-AASCU Transfer Student Success Intensive which is a year-long program for leaders and teams from pairs of community colleges and four-year institutions to develop scaled plans to improve transfer student outcomes. Transfer numbers have increased over the past year. The final report with action items was due to the presidents on December 5th. Implementation of new approaches will begin in the spring semester.

Pillar #4 Financial sustainability and resource stewardship

Structured for success.

See Office of Climate, Culture and Compliance Pillar #1

4.2.a. Increase gifts, grants, internships, and sponsored research.

Comprehensive Campaign. Troy Miller has provided each member of the COT with a copy of our Campaign Plan and reviewed it during his segment. The comprehensive campaign has accelerated at a pace that is faster than expected. As such we have moved up the start date for the public launch. It is important to remember that the goals and the timelines for the comprehensive campaign were established based on previous performance. The last two and half years we have seen an increase of over 300%. It is also important to note that SRU has not had a capital campaign for over 30 years. The importance of this campaign is twofold; to raise \$30M and to create a culture of philanthropy, building a foundation for the future.

Increase gifts and grants. Varied revenue streams include grants. The faculty and staff have been working hard to bring in additional grants to support students, research, programs, and initiatives. This is a particularly challenging time to access grant funding particularly at the state and federal level. During the period between July 2025 and December 2025, SRU was awarded 7 grants totaling \$422,437.

- Theresa Phipps & Melanie Anderson (Finance, Accounting, Marketing & Economics), received an award in the amount of \$5,000 from the Internal Audit Foundation to expand the Internal Auditing career path for SRU students through curriculum development. (HCOB)
- Michelle Amodei (Curriculum, Instruction, and Educational Leadership), received an award in the amount of \$15,525 from the Northwest Professional Development Organization through the PA Office of Child Development and Early Learning to provide tuition to elementary education/early childhood majors who work an average of 25 hours per week (annually) in licensed childcare facilities. (COE)
- Nicole Dafoe (College of Engineering and Science), received an award in the amount of \$1,396 from the Construction Industry Advancement Program of Western Pennsylvania to purchase equipment for the first year of the Construction Management program. (COE&S)
- Shawn Davis (Parks and Conservation), received an award in the amount of \$4,174 from Colorado State University through the U.S. Department of the Interior to serve as the primary facilitator for workshop meetings to collaborate and share data on bat observations. (COE&S)
- Nikhil Ahuja & Joseph Robare (Public Health Sciences), received an award in the amount of \$19,842 from Truth Initiative to implement a 100% tobacco- and vape-free campus policy and promote quitting through the Truth Initiative's EX[®] Program by July 2027. (COHP)
- Betsy Kemeny & Courtney Gramlich (Psychology, Social Work, and Recreational Therapy/Storm Harbor Equestrian Center) received an award in the amount of \$76,500 from the U.S. Department of Veterans Affairs to plan, develop, manage, and implement programs that promote independence, well-being, and quality of life for veterans with mental health. (COHP)
- Natalie Burick (Rock Life), received an award in the amount of \$229,000 from the Transition and Postsecondary Programs for Students with Intellectual Disability (TPSID) within the U.S. Department of Education to support and expand the program. The grant is distributed over 3 years and is a part of a partnership with IUP who will be creating a similar program. (Student Affairs).

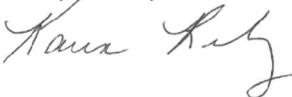
Presidential activities for elevating the reputation of the University.

We continue our efforts to elevate the reputation of the university. Engagement with business leaders as well as elected officials is crucial to the success of the university.

- Campus visit Senator Devlin Robinson – Senator Robinson chairs the Pennsylvania Ireland Trade Commission. Following our trip to Ireland, I invited him to campus for lunch and a tour of our facilities. He was particularly interested in our efforts to support veterans. He was also very interested in our Safety Program. We will continue to engage with Senator Robinson moving forward.
- Zoom meeting Senator Lyndsay Williams- Senator Williams expressed an interest in learning more about SRU. I had a zoom meeting with her, and we have scheduled a campus visit for January.
- Campus meeting Commissioner Abramovic, Tim Heffernan, and Rep. Marci Mustello. Commissioner Abramovic serves with me on the Rural Revitalization Commission. He asked for a meeting regarding robotics and drone technology. We had a great meeting and will be integrating drone aviation into the aviation program with CCBC.
- Football games – We have tried to engage local elected officials as well as business and community leaders through athletics. We assigned two deans per home game and invited leaders and alums who aligned with those colleges and programs. Invited guests included; Mayor Longo, Commissioner Boozel, Rep. Mustello, Rep. Scialabba, Jordan Grady, Tom Bender (Carpenter’s Union), Brent Sopko (Carpenter’s Union), Erick Dixon (Carpenter’s Union), Eric Aubach (Armstrong), Steve Nelson, Sherry LaHood, Lenny Zucco ‘06 + Laurel George ‘66– (Keystone Clearwater Solutions), Joe Joyce ‘13 (PLS Logistic Services), Andrea (Love) Joyce ‘13 (BNY Mellon), Zachary Zucco ‘12 (Keystone Clearwater Solutions), Joshua Rader (70E Solutions), Grant Ervin (S&B USA Construction), Robi Lombardo (Pennsylvania at First Energy Corporation).
- Bi- Monthly meetings with Butler County Commissioners Geyer, Boozel and Osche
- Pennsylvania Rural Population Revitalization Commission
- Ireland Pennsylvania Trade Commission

As is customary, I’ll leave you with a sampling of news about our university, students, faculty, staff and alumni:

Respectfully submitted,



Karen S. Riley, Ph.D.
President

UNIVERSITY NEWS

Awards and Rankings

[SRU receives several 'Best of' accolades from Washington Monthly](#)

As a recognized leader in providing the highest quality education at the lowest price, Slippery Rock University has received high marks in Washington Monthly’s 2025 College Guide and Rankings. SRU was cited in categories pertaining to degrees offered and the cost effectiveness of an institution’s education.

[Niche names SRU a 2026 Top Public University in Pennsylvania](#)

Slippery Rock University is ranked second in Pennsylvania’s State System of Higher Education and sixth among public schools in Pennsylvania, according to the 2026 rankings on Niche, a research company that produces an annual ranking of colleges and

[U.S. News names SRU a 'Top Public' and 'Best Value' school in 2026 rankings](#)

Slippery Rock University stands proudly among the nation's top institutions, earning recognition that reflects its unwavering commitment to excellence and student success. U.S. News & World Report has published its annual Best College's guidebook, ranking SRU highly in multiple categories. The guidebook ranks U.S. colleges and universities annually and is used by thousands of students to develop a comprehensive understanding of their options in higher education.

[SRU named a 2026 "Best Mid-Atlantic" college by Princeton Review](#)

The Princeton Review has named Slippery Rock University a top college in its region for 2026. SRU was one of 98 institutions designated as "Best Mid-Atlantic" colleges and universities in the 2026 Best Colleges: Region by Region Guide.

[Wall Street Journal names SRU among America's Best Colleges](#)

Ranked higher than Pitt and Penn State, Slippery Rock University earned strong marks in the Wall Street Journal/College Pulse national rankings, which are based on student outcomes, survey results and diversity, with an emphasis on an important measurement: how well colleges prepare students for financial success.

University News

[SRU plugs students into new esports facility](#)

Esports aren't all fun and games at Slippery Rock University. Well, it might be mostly fun and games, but with the official ribbon cutting of the University's our esports room on Oct. 2, the study of esports and their role in academic, social and athletic life just got a whole lot more serious.

[SRU unveils new turf at Campus Recreation facilities](#)

Intramural and club sports at Slippery Rock University now have access to Campus Recreation's newest facility feature: the McFarland Recreational Sports Complex, dubbed "The Mac," now includes an outdoor multi-sport turf field. The intramural soccer and football fields at The Mac were recently converted from grass to artificial turf to allow for greater use for more sports and groups, as well as rentals to leagues and organizations in the community.

[SRU announces historic gift naming the Haverlack College of Business](#)

Slippery Rock University announced a gift from Rhonda and Elliott '80 Haverlack, establishing the newly named Haverlack College of Business. The \$5 million investment is the largest in SRU history and will empower student outcomes.

[Federal grant bolsters Rock Life program with additional staff](#)

Thanks to a transformative grant from the U.S. Department of Education, a program at Slippery Rock University that serves students with intellectual or developmental disabilities is getting a major boost. The Rock Life program at SRU will receive nearly \$300,000 over the next five years to add staff that will support and further grow the program.

[SRU co-enrollment partnership with CCBC positions students for aviation centers](#)

Slippery Rock University is boldly positioning itself as a prominent leader through a first-of-its-kind aviation partnership. This forward-thinking "co-enrollment" model delivers stability and strength by allowing students to be simultaneously enrolled at SRU and the Community College of Beaver County (CCBC). Students will progress

toward an associate degree from CCBC and a four-year bachelor's degree from SRU, securing a solid foundation for growth in the high-demand field of aviation.

Faculty Focus

[Sukhija selected for Trusted CI fellowship](#)

A leading voice in cybersecurity and advanced computing at Slippery Rock University has earned national recognition. Nitin Sukhija, professor of computer science, has been named a 2025 Trusted CI Fellow.

[McGinty publishes second novel, 'Town College City Road'](#)

A Slippery Rock University professor wrote a novel that explores the precarious relationship between Rust Belt America and the technology sector. In his book titled "Town College City Road," Patrick McGinty, an associate professor of languages, literatures, cultures, and writing, tells the story of Kurt Boozel, a queer math prodigy who grew up in a small, struggling Rust Belt town in western Pennsylvania.

[Katsiadas raises profile as Tolkien scholar with new book](#)

Nick Katsiadas, an SRU assistant professor of languages, literatures, cultures, and writing, has a new book out titled "Tolkien's Medievalism in Ruins: The Function of Relics and Ruins in Middle earth," available now from Bloomsbury. Katsiadas, a lifelong Tolkien fan turned Tolkien scholar, edited and compiled this book with longtime colleague Carl Sell of the University of Pittsburgh.

[Social work professor is a leading expert in the study of grieving death](#)

Through her distinguished work in grief education and support, Slippery Rock University faculty member Tami Micsky is elevating awareness and national standards in the field of thanatology, the study of death and dying. Micsky, an associate professor of social work, was recently recognized as a fellow in thanatology by the Association for Death Education and Counseling.

[Teodoro brings Columbian dance to U.S. through research and performance](#)

A Slippery Rock University dance faculty member is bringing knowledge and understanding of Colombian culture to a brand-new stage. Melissa Teodoro, a professor of dance, conducted dance ethnography research in Colombia on the banks of the Magdalena River, yielding exciting new creative projects and scholarly works that she is sharing at SRU and the dance community throughout western Pennsylvania.

Student Spotlights

[Computing major previews corporate culture through FNB internship](#)

Morgan Woods made the most of her summer to channel professional development. Woods, a Slippery Rock University senior computing major from Pittsburgh (Baldwin HS), spent the summer as a data management intern at the First National Bank Corporation headquarters in Downtown Pittsburgh.

[Chemistry major secures laboratory dream job after internship](#)

What began as a summer internship turned into a career path for Michael Powell, a Slippery Rock University chemistry major who will graduate next year with a job offer waiting for him in his dream career field. A senior from Mt. Joy (Manheim Central HS), Powell will join Metso as a laboratory operations technician upon graduating in the spring after completing a summer internship as a lab technician.

[Communication major's Penguins internship solidifies career path](#)

For Slippery Rock University senior Bailey Kuhn, a lifelong passion for the Pittsburgh Penguins hockey team turned into a career-defining opportunity behind the cameras of one of the NHL's most successful franchises.

Kuhn, a strategic communication and media major from Volant (Grove City HS), worked as an onsite video producer and editor intern for the Penguins from May 29 to Aug. 8.

[Emma Santom breaks new ground as Range Resources intern](#)

A Slippery Rock University safety management major broke into the oil and gas industry by gaining invaluable real-world experience. Emma Santom, a senior from Grove City (Grove City HS), was a safety and security intern this summer at Range Resources, one of the leading natural gas producers in the eastern United States with operation sites across western Pennsylvania.

[Katie Weiner takes education to new heights with REACH program](#)

The REACH program at Slippery Rock University gives students the opportunity to climb a rock wall, ride a zipline or complete a high ropes course, all without leaving campus. And students like Katie Weiner are right there, 25 feet above the ground, facilitating the experiences that take education literally to a higher level.

Alumni Network

[Jeff Hamley, '08, turns passion into profession as PGA Tour caddie](#)

Turning dreams into reality is no easy task, especially if you want to make it at the most prestigious level of professional golf: the PGA Tour. Every year, only 100 tour cards are given to players and their caddies. But Jeff Hamley achieved just that. Hamley, a 2008 Slippery Rock University graduate with a degree in marketing, left behind a successful career as a talent recruiter to caddie for Andrew Novak, PGA Tour golfer and 2025 Zurich Classic winner.

[SRU alum leads charge into military health care](#)

Military medical services is a career path for a Slippery Rock University graduate that will soon become a concentration at SRU for more students to follow in her footsteps.

[Reagan Cerra is positioned for success with school social worker certificate](#)

With the need for social workers in schools skyrocketing in recent years, graduates from a Slippery Rock University program are prepared to meet the demands and support students in K-12 education. Reagan Cerra, '24, '25M, is among the first students at SRU to complete a new certification for school social workers, designed to train professionals to address mental health, social-emotional well-being, and prevention and intervention in academic settings.

[SRU alumni teach community reentry through fishing physical therapy program](#)

Charlene Subrick and Grace Laudenslager are making a positive impact on the lives of patients recovering from spinal and neurological injuries through Gone Fishing, a unique physical therapy program through UPMC Mercy Hospital in Pittsburgh.

[SRU alum forges her own path to successful sports media career](#)

Dominique Oliveto, '11, is making waves in the world of sports marketing through innovative photography and filmmaking, framing athletes in ways that they have never been depicted before and partnering with such prolific brands as Nike and Under Armor and the WNBA, to name a few. Despite becoming an undeniably rising star in her industry, Oliveto didn't intend to chart this path when she was a student at Slippery Rock University, but she equipped herself to navigate a successful media career.

COMMITTEE REPORTS

Executive Session (TAB 1 Appendix E)

No Report – Closed Session

Academic and Student Affairs Committee (TAB 2 Appendix F)

Trustee Alfonso Angelucci chairs the Academic and Student Affairs Committee.

Dr. Zieg discussed upcoming fee requests for the clinical healthcare programs: Nursing, Physical Therapy, Physician Assistant, and Occupational Therapy. These fee requests are designed to address the escalating expenses of securing the necessary clinical training site experiences for our students. Trustees were asked to forward questions and information requests by mid-February for a workshop discussion before the next quarterly meeting. He also provided updates on SRU's new workforce partnership Construction Management program, the recently approved Coaching and Officiating graduate program, and the aviation/piloting concurrent-enrollment partnership with CCBC.

Mike May provided updated Winter through Fall enrollment and retention numbers. Overall registration for Winter and Spring terms are showing an increase year-over-year. Fall-to-spring retention rates continue to climb for all three cohorts.

Ken Bach provided an update regarding the conclusion of Brand Strategy research findings which identified three student personas and the brand messaging guide with the goal of creating a personalized and cohesive narrative for prospective students. The brand expression development in support of a new digital marketing strategy is underway.

Dr. Wilmes presented highlights from the fall semester in regard to student engagement noting that attendance at student events has increased by 55% and fraternity and sorority membership has increased by 20%. He shared that student engagement is a direct driver of student retention at SRU and that our student engagement efforts are paying off. Dr. Wilmes also presented an update on the Student Health Center which is approaching the one-year anniversary of its partnership with Allegheny Health Network. He shared that appointment numbers for primary care are similar to previous years.

Madam Chair, this concludes my report.

Finance and Administrative Affairs Committee (TAB 3 Appendix G)

Mr. Dan Lavalley chairs the Finance and Administrative Affairs Committee. The committee met at 3:15 p.m. on December 11, 2025, with Trustees Domenic Ionta and Jeffrey Smith in attendance. There were several items brought forward to the committee.

Carrie Birckbichler, VP of Finance and Administration, provided a financial review for 2025-2026. There was one action item brought forward for Council consideration. The annual Resolution: Affiliated Entities: Certification of Compliance. **(TAB 17) (Appendix J)**

Ms. Birckbichler, Chief Financial Officer, presented the Financial and Budget Update for the first quarter of FY 2025-26. After a five-month delay, the Commonwealth approved the FY 2025-26 budget in late November. State appropriation allocations from July through November were received at the end of November. After an initial proposed 6.5% increase in state funding for the PA State System of Higher Education, the approved budget held state funding constant to FY 2024-25. As a result of level funding, the State System approved a tuition increase of 3.6%. This is the first tuition increase since 2018.

Auxiliary actuals for the period are in line with projections. Increased enrollment has resulted in increased revenue for Fall 2025. No auxiliary fees were increased for FY 2025-26.

An update on the Comprehensive Planning Process was provided. During the fall semester, the Chief Academic Officers and Chief Financial Officers met to evaluate and place the Comprehensive Plans into Financial Sustainability Plans. East Stroudsburg, Slippery Rock and West Chester remained at a "Stable" rating. Kutztown remained in Plan 1; Indiana, Millersville and Shippensburg remained in Financial Sustainability Plan 2, while Cheyney, Commonwealth and PennWest remained in Plan 3.

Several potential fee increases for FY 2026-27 were also reviewed with Council. A fee increase for dining was presented that would cover increased contract costs that are linked with the Cost of Food Away from Home Price Indicator. Also discussed was an increase in the parking fee. The current parking fee of \$25 was last increased in 2008.

Information items were provided and listed as follows:

- Audit Communication documents (FY 2024-2025)
- 2025 Annual Security and Fire Safety Report
- Contracts & Purchases
- Financial Report
- Facilities and Planning Project Lists
- HR Personnel Items
- Divisional Report

The meeting adjourned at approximately 4:15 p.m. Madam Chair, this concludes my report.

Governance Committee (TAB 4 Appendix H)

Dr. Elise Michaux chairs the Governance committee. The Governance Committee met yesterday at 4:15 p.m. There were two items for discussion. There were no presentations or action items.

The committee reviewed SRU's Emeritus Policy with Council Designation, approved by University Cabinet 9.8.25.

- Council members are encouraged to review the policy.
- Following discussion, Trustee Young offered to amend Council Bylaws to reflect the addition of Council emeritus designation language under Section 5: Governance Committee.
- Trustee Young also offered to prepare criteria language for Council consideration.
- Should you have additional comments or questions about the process, please send those on to me.

Our amazing student trustee Charli Severo will graduate in May. Therefore, we will begin the search process early in the spring semester (forming the committee, advertising the role through the Rocket, and through social

media channels, to hopefully garner a strong applicant pool of candidates for the role). The policy was provided to Council. In addition to Charli, Angèle and Butch have volunteered to serve on the selection committee.

Madam Chair, this concludes my report.

University Advancement Committee (TAB 5 Appendix I)

Joshua Young chairs the University Advancement Committee. The Committee met this morning at 9:00 a.m.

Vice President Troy Miller provided a campaign update highlighting a large increase in giving in the last quarter. The campaign total is now \$24,882,704.89 or 83% of the total campaign goal. Two case statements are fully funded, multi-year pledges have increased and planned giving as a percentage of the total campaign is at 22% (well below the 40% threshold). Mr. Miller then provided a list of eleven major gift donors (\$25K+) and mentioned a \$500,000 gift that is pending.

Mr. Miller then updated the Council on the campaign cabinet next steps. At the last meeting in December, the campaign budget was approved, a theme and logo were reviewed, the public launch marketing plan was updated, and the cabinet reviewed the campaign timeline and goal. The Cabinet is leaning toward truncating the campaign timeline by two years and launching the campaign in the fall of 2026 due to the early success of the campaign. They will monitor the goal and make a final decision before the public launch.

Senior Director of Annual Giving & Alumni Engagement, Tim Richart updated the Council on alumni engagement, a key component of the campaign plan. As of 31 October, 8% of alumni were engaged. The goal for the fiscal year is 15%, so this is a great start with additional alumni engagement regional events and Day of Giving to come in the final two quarters of the fiscal year. Mr. Richart updated the Council on the Oral History project which not only provided important alumni stories but also assisted in updating the University database and helped identify planned giving donors. Mr. Richart reported that Homecoming had a record number of attendees, and finally, he listed the upcoming engagement events scheduled for the end of the year.

Foundation Board Chair, Mark Palmer, and Executive Director, Dave Hollenbaugh, informed the council with a financial update, including scholarships, and an update on Foundation activities. They began with a synopsis of changes related to the Foundation budget that no longer includes a service purchase contract. The Foundation is now realizing the management fee to support operations. Housing revenues may be reassigned, and the interest rate for endowments for 26-27 will be 4.39% per the Foundation spending policy.

Mr. Palmer and Mr. Hollenbaugh then provided a detailed asset allocation for the Foundation as of 30 September, discussed a historical overview of Foundation activity and portfolio position, and provided various updates on Foundation activities.

Madam Chair this concludes my report.

ITEMS FOR COUNCIL ACTION

Resolution: Affiliated Entities: Certification of Compliance (TAB 17) (Appendix J)

Trustee Michaux moved, second by Trustee Angelucci, approval of Resolution: Affiliated Entities: Certification of Compliance (BOG Policy 1985-04-A: University External Financial Support). Motion carries.

INFORMATION ITEMS

2026 Scheduled Meeting Dates:

March 26-27, 2026

June 4-5, 2026

Contracts: **(TAB 12) (Appendix K)**

Facilities & Planning Active Project List **(TAB 13) (Appendix L)**

HR Personnel Items **(Tab 14) (Appendix M)**

- Instructional Appointments: Effective Academic Year 2025-2026
- Administrator Appointments
- Management Appointment
- Non-Instructional Coach Appointment
- Support Staff Appointments
- Retirements
- Resignations
- Sabbaticals: AY 2026-2027
- Emeritus Status

Budget/Financial Report **(TAB 15) (Appendix N)**

ASR/Clery Report **(Appendix O)**

CliftonLarsonAllen Audit Results FY 2024-2025 **(Appendix P)**

Committee Presentations **(TAB 11)**

Divisional Reports **(TAB 10)**

FOR THE GOOD OF THE ORDER

Trustee Chair Angèle Stoebener: As we move into For the Good of the Order, I did want to acknowledge and take a moment to recognize our trustees whose terms are concluding.

While we are still awaiting word from the Governor's office regarding the future [Council] appointments, I want to focus on what is certain and that is the impact you all have made here for the University. Serving on this Board requires more than just showing up once per quarter to a meeting. It requires a deep dedication to our students and the mission of The Rock.

To those of you potentially rolling off, thank you. You have helped steer us through challenges and you've certainly helped us celebrate all of our wins. And you may no longer be trustees, but you will always be part of The Rock family and history. And we are certainly a better institution because of your service. Thank you. We appreciate everything that you have done.

Trustee Alfonso Angelucci: If I could just add on to those comments. And, maybe because I'm a little bit in denial. Matt, Jeff, besides being colleagues on the trustees, it's been about 10 years for me now. Believe it or not, I'm really proud to count you guys as friends. I have nothing written down. I'll be brief, and as Angèle stated, you were here leading us through tough times.

Trustee Angelucci: I think what people forget is that trustees volunteer. So, I really want you to think about that. That's a lot of time, evenings, weekends, and there were some big decisions and issues that these two confronted over their tenure as trustees. I learned a lot from both of them. I think they were phenomenal trustees. I think we owe them a debt of gratitude for sure. Good people are hard to find. Good people who volunteer are impossible to find. So, I just want to thank you both, and I really appreciate everything that you've done for me, for the university, for the students. Thank you.

Trustee Matt Lautman: So, I'm one of them that's going to roll off. I also don't have anything written down because I plan on being here tomorrow at graduation. However, I appreciate all the kind words. I really, really appreciated the 12 years serving on Council [reflecting on my time here] as I drove my 25 minutes up here this morning.

Trustee Lautman: I did reminisce to the very first time that I came into a meeting and everybody was sitting at the table and I didn't know what my role was. And Rita [Abent] just kicked me and said, "get up to the table and start talking." And I thought about that and all the good people that I got to meet and work with on the Council, staff, faculty, administration, all the exposure I got to really neat things including the presidential searches, passing budgets, working through challenges, and learning.

Trustee Lautman: It's really been an opportunity to learn from all of you, give back to the university that I graduated from and used a little bit of my talent to hopefully offer some good and also good connection points. I plan on staying involved in as many ways as I can going forward. So, thanks for the kind words. Great working with everybody and I'll be here tomorrow.

Trustee Jeff Smith: Most importantly, I want to congratulate the five people that will be retiring. They have a total of 97 years of experience working here. That's just five people. For those of you who are not math majors, that's almost 20 years of service each.

- Mary Hennessy, Assistant to the Provost, Academic Affairs, 13 years
Mary was a big help during one of the presidential searches. The others I don't know as well, but I'm sure they will be missed as well.
- Brian Alben, Equipment Operator B, Facilities and Planning, 26 years
- Cheryl Dolan, Clerical Assistant 3, College of Business, 27 years
- Wanda Fenstermache, Fiscal Assistant, Accounts Payable, 10 years
- James Zoeller, Custodial Worker 2, Facilities and Planning, 21 years

Trustee Smith: Those people are the real heroes of Slippery Rock.

Trustee Smith: Now, for the obligatory goodbye. It really has been a privilege and an honor to serve Slippery Rock University, the PASSHE System, and the Commonwealth for the past 12 years. And I'll always be indebted to Governors Corbett and Wolf for giving me that opportunity. Hopefully, you know, I helped make the place a little bit better during those 12 years and I'm glad I was here, so thank you. And I'll be at graduation as well.

Trustee Joshua Young: So, first of all, I just want to thank everybody for their hard work over the last year. I want to wish everybody Happy Holidays, Merry Christmas, Happy Hanukkah, and a Happy New Year and want to thank especially Matt and Jeff who aren't seeking reappointment. You both have made me a better trustee. I know that I

will always remember Jeff's motto to keep the power that the trustees have and don't relent on that. And, I just want to thank you both for your service to the institution we all love. Thank you.

Trustee Domenic Ionta: I just want to compliment Matt and Jeff. When I first started, Matt was the chair. And I really want to thank you for all the advice and everything. And Jeff, you and I always didn't always agree on things, but I have to say that you always wanted to do what was right for the university. And I think you really spent a lot of time trying to make Slippery Rock a better place. And I've enjoyed working with the two of you and really want to thank you for all your efforts. Thank you.

With no further business, the Slippery Rock University Council of Trustees business meeting adjourned at 11:23 a.m.

Respectfully Submitted:

A handwritten signature in blue ink that reads "Tina L. Moser". The signature is written in a cursive style.

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