



President's Report

December 12, 2025

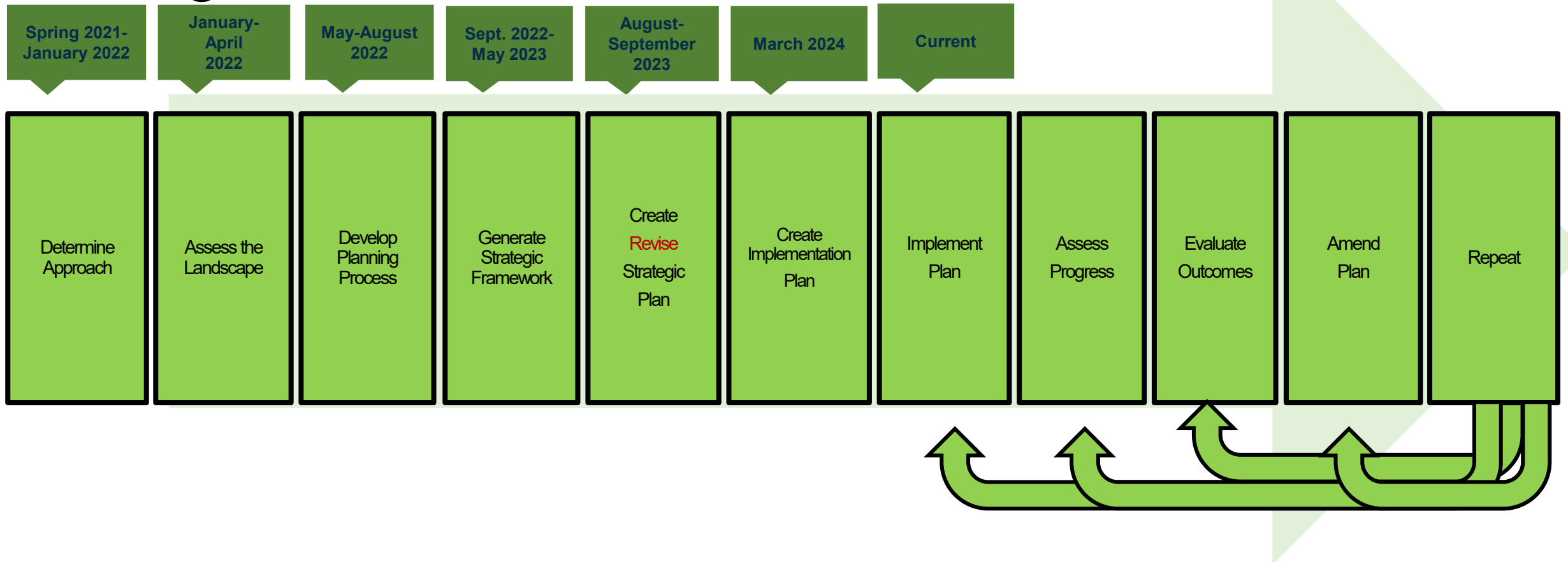
Karen Riley



“No one voice carries
the group, but every
voice matters.”
Anonymous

Office of the President
Marketing and Communications
Office of the Provost
Enrollment Management Team
Finance Team
Strategic Planning Teams
Student Affairs
Human Resources
Office of Climate, Culture & Compliance
University Advancement and Alumni Engagement

Strategic Plan



The Development of the Strategic Planning Framework is a collaborative effort led by the Academic and Non-Academic community.

Pillar 1: Inclusive Culture

- **1.1 Recognition and Engagement:** creating new staff/non-teaching faculty awards to be merged with current faculty awards. An all-inclusive celebratory recognition 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; launched new brand platform following MOCA assessment; continued *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.



Robust,
Supportive
and Inclusive
Culture

Climate and Culture

- Information and listening sessions
 - DEIB Task Force - 6/22
 - DEIB Advisory Board - 7/12
 - DEI Assessment Committee - 7/18
 - APSCUF Social Justice Committee - 7/18
 - DEI Designation Committee - 7/23
 - PASSHE CDO – 8/12
 - Office of Global Engagement staff -8/26
 - Interim Chief Diversity Officer
 - Survey
 - Cabinet
 - Job description
 - Title – Culture & Climate
 - Search Firm

Pillar #1 Advance access and belonging practices and awareness across campus



Climate and Culture

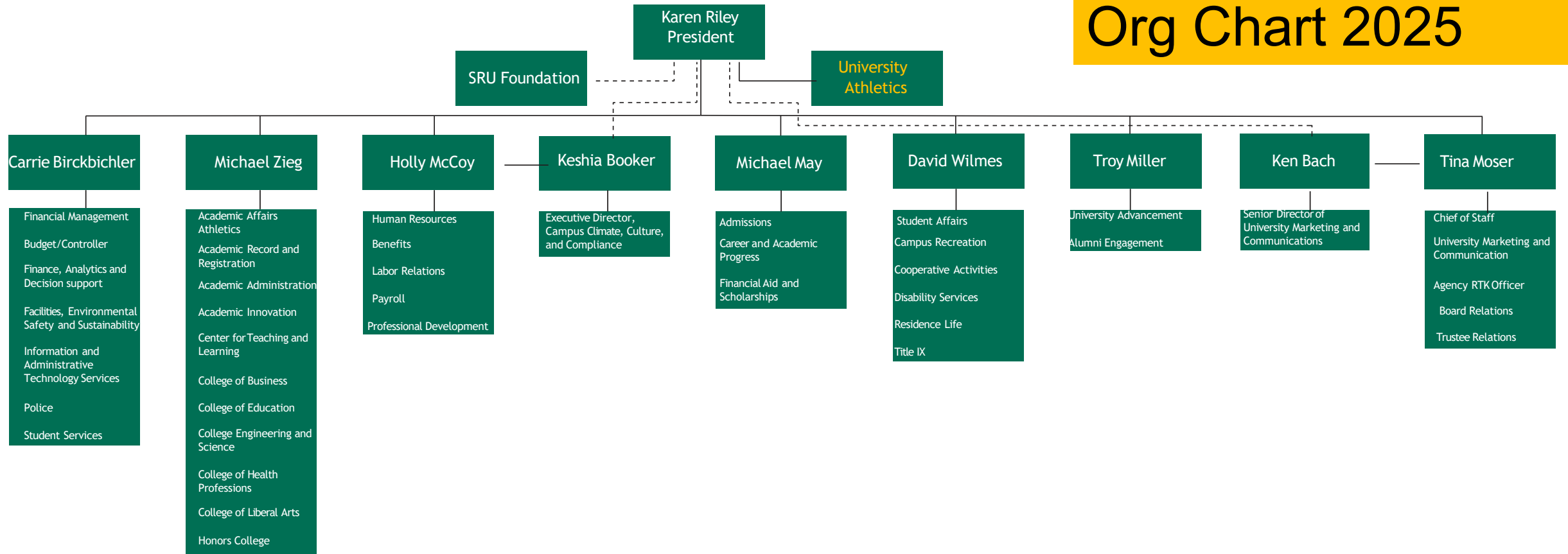
- Working Group
- Working under the PASSHE model
- Met three times to explore options -
 - Wayne Forbes
 - Kari-Anne Innes
 - Jenny Kawata
 - Amanda Nichols
 - Becky Thomas
 - Michael White
 - Owen Maharg

Executive Director Climate, Culture,
and Compliance

Keshia Booker



Org Chart 2025



Pillar #1 Advance access and belonging practices and awareness across the campus.

Pillar #4 Structured for success

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 BAS degree with Eastern Atlantic States Regional Council of Carpenters; launching apprenticeship through CTRA Grant; initiating SRU–CCBC Aviation Program collaboration.



Academic
Discovery and
Human Growth

Women's Flag Football

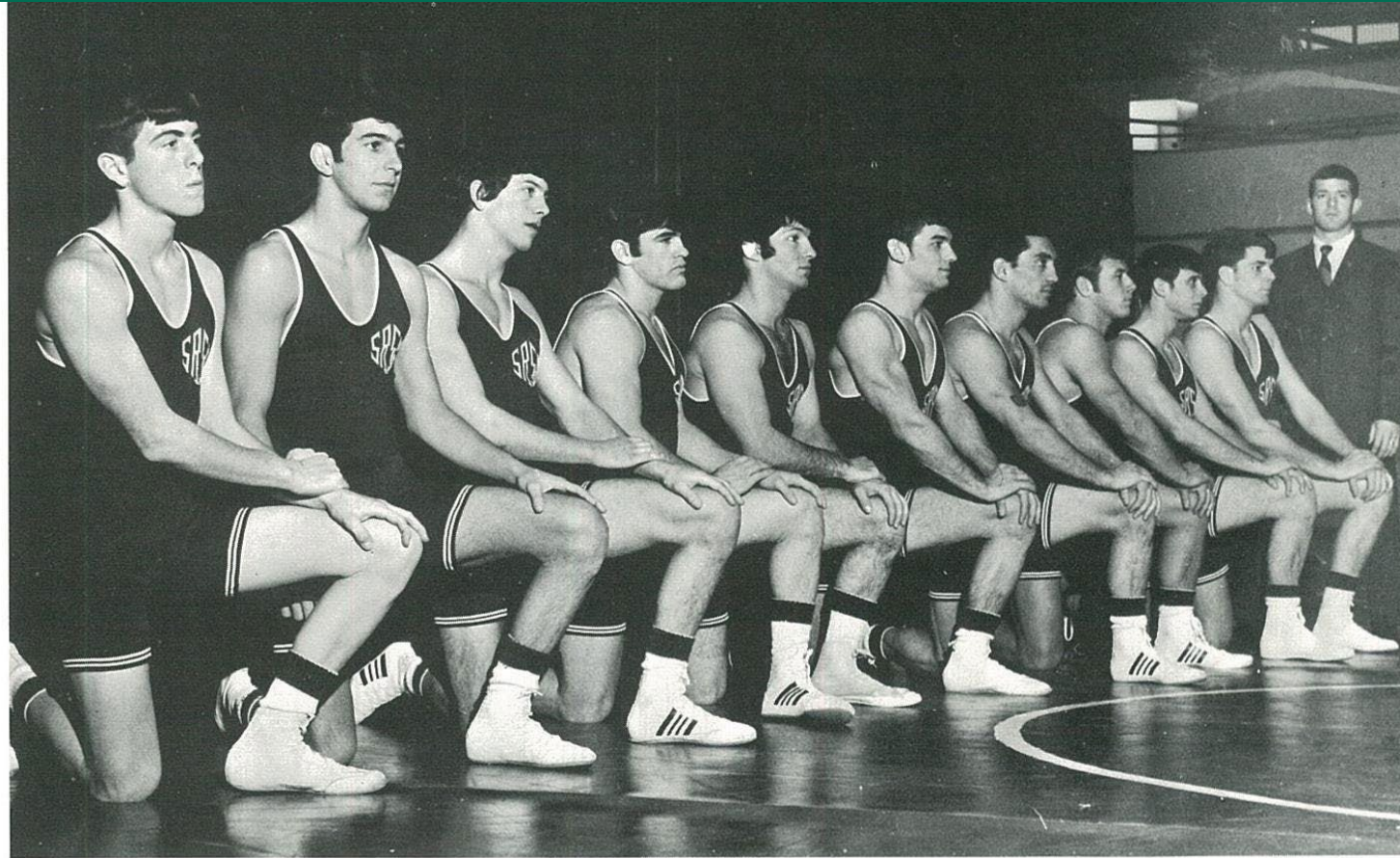


- Launched club 2025
- NCAA vote on Women's Flag January 2026
- Convening a planning and advisory team
- Anticipated launch 2027
- Funds have already been donated to support Women's Flag
- \$1M goal – 3-year runway

Pillar #2 Provide an exemplary student experience

Pillar #4 Diversify revenue streams – grants and gifts

Wrestling is coming back to The Rock



Left to right: Hilgar, Faigante, Chalfant, Beckel, Pawlish, Dzeidzic, DeMeo, Shellhorn, Grobe, Enos, Coach Powell.

- Long history
- 3-year runway
- \$2M goal
- Anticipated launch 2027

Pillar #2 Provide an exemplary student experience
Pillar #4 Diversify revenue streams increase grants and gifts

Haverlack College of Business - \$5M



Pillar #2 Provide an exemplary student experience
Pillar #4 Diversify revenue streams increase grants and gifts



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.



Community
Impact and
Collaboration

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; Office of Climate, Culture & Compliance.
- **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.



Financial
Sustainability
and Resource
Stewardship

Grants Pillar #4

	Program	Funder	Amount
Theresa Phipps Melanie Anderson	HCOB	Internal Audit Foundation	\$5,000
Michelle Amodei	COE	Northwest Professional Development Organization through the PA Office of Child Development and Early Learning	\$15,525
Nicole Dafoe	COE&S	Construction Industry Advancement Program of Western Pennsylvania	\$1,396
Shawn Davis	COE&S	U.S. Department of the Interior	\$4,174
Nikhil Ahuja Joseph Robare	COHP	Truth Initiative	\$19,842
Betsy Kemeny Courtney Gramlich	COHP	U.S. Department of Veterans Affairs	\$76,500
Natalie Burick	Student Affairs	U.S. Department of Education	\$229,000

Pillar 4: Diversify Revenue Streams



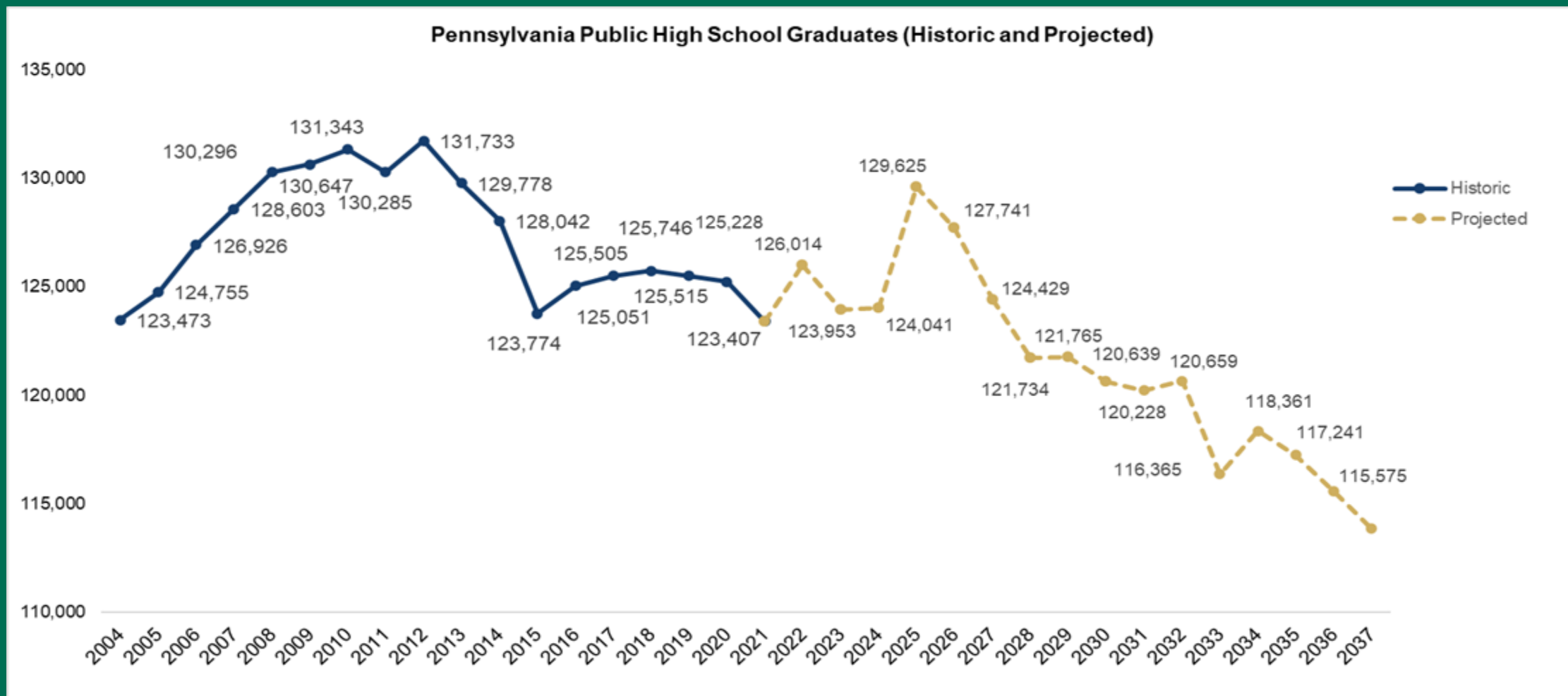
Outreach to Governmental Officials

- Campus visit Senator Devlin Robinson
- Zoom meeting Senator Lyndsay Williams
- Campus meetings: Commissioner Albert “Chip” Abramovic, Tim Heffernan, and Rep. Marci Mustello
- Football games: Mayor Longo, Commissioner Boozel, Rep. Mustello, Rep. Scialabba
- Bi- Monthly meetings with County Commissioners
- Pennsylvania Rural Population Revitalization Commission
- Ireland Pennsylvania Trade Commission



We have so much
to celebrate...

and we have strong headwinds ahead.



Thank You

Questions