



University Senate Meeting Minutes

November 3, 2025

3:00 - 5:00 p.m.

Zoom

IN ATTENDANCE:

Ball, Margaret; Barbosa, Miguel; Boyce, Greg; Brannigan, Kyle; Brooks, Christopher; Bulzoni, Donna; Cavaiuolo, Domenico; Carver, Marguerite; Casebolt, Kevin; Chelladurai, Jeyaprekash; Cox, Amaya; Dailey, Deena; Dillmuth-Miller, Susan; DiPipi-Hoy, Caroline; Dong, Stella; Drummond, Darla; Eliasson, Johan; Fuenta, Rene; Gruniero-Roadcap, Nieves; Harris, Jamar; Ju, Youngwook; Kavanau, Chris; Kelley, Veronica; Kim, Heon; Knickerbocker, Heather; Langan, Brooke; Long, Kenneth; Postupack, Mary Francis; Rodriguez, Elaine; Rosen, Melinda; Ross, Jerry; Sachs, Michael; Scott, Elizabeth; Smith, Rob; Snyder, Brandon; Solis, Santiago;; Turay, Ansu; Vanic, Keith; Watson, Bethanie; Williams, Rosemary ; Williams, Sylvester; Zhang, Shiqi; Zhang, Xuemao

ABSENT:

Broun, Bill; Cole-Malott, Donna-Marie; Ellis, Damaj; Fredette, Mary; Galdieri, James; Geiger, Melissa; Green, Ainslee; Gutierrez, Hazel; Hoffman, Jan; Hunter, Lorna; Jones-Wilson, Michelle; Kish, Tommy; Matis, Margaret; Miller, Aianna; Montalvo, Emilie; Mullen, Margaret; Nickens, Rabin; Scott, Steven; Smith, Jennie; Street, Brian; Varcoe, Kelly; Watkins, Shawn

- 1) Roll Call
- 2) Review of November 2025 Minutes
 - a. Approved by general consent
- 3) University President's Report
 - a. No formal requests
 - b. Weather tomorrow: will get something out as early as possible, anticipate something going out within the next hour or two
 - c. Tennis Courts: comments from both sides about wow they look great or why did we spend money on them.
 - Tennis team has practiced at the high school for the least several years, should provide tennis team with facilities here and not have to go to the high school. Focal point of the campus, addressed the issue to make it a focal point for the campus.
 - d. Asked CIO to formulate a task group to review the use of AI throughout the university. Right now, a number of considerations taken into account, student conduct being one. How faculty are able to utilize it effectively is another.

- e. Kevin Casebolt: do you know the tennis courts have been kept locked, is that purposeful and exclusive to the tennis team? Will they be open when classes or practice are not being held?
 - f. Kenneth Long: received final approval of occupancy very recently, will probable reengage opening them up at the start of the spring semester.
 - g. Susan: AI Task Force, senate representation considered?
 - h. Robert Smith: yes, technology committee
- 4) Fix the Agenda for the Meeting
- a. Remove letter 9F and postpone to the next meeting.
 - No objections
- 5) Committee reports
- a. Executive Committee
 - Met last week, set the agenda for the meeting. Talked about how senate can get more involved in the strategic plan.
 - Clarification for discussion on recorded meetings: private conversations are not recorded and cannot be viewed. (Luis Vidal)
 - b. Academic Affairs
 - Met on 11/14, discussed in depth a proposal to create a monthly “Way of the Warrior” recognition procedure, tying back to the strategic plan. Purpose is to recognize individuals in the university committee who exemplify the 7 principles of the way of the warrior. Student, faculty and administrator/staff warrior of the month. There will be three award categories, a student warrior of the month, faculty warrior of the month, one from each college, and an administrator or staff warrior of the month. The nomination process would be based on a timeline, nominations open on the first of each month and close on the 15th. Then there will be a review period held between the 16th and the 25th with the award announcement on the final business day of each month. Current students, staff, faculty, and administrators may submit nominations. Self-nominations are allowed, but must include at least one supporting statement from another community member. There will be a short online form to complete for nominations. The committee will consist of a rotating nine-member committee, two students, two staff members, one from each college, and one senior administrator, non-voting, tie-breaking only. Committee members will undergo a 30-minute orientation on award purposes, an evaluation rubric, and a bias awareness for selection practices. Scoring system will take place with the highest scoring candidate in each category winning. The winner will receive an official Way of the Warrior certificate, a spotlight feature on the university website and internal newsletters, social media recognition. Will also receive an invitation to the annual Warrior Excellence Celebration. We are recommending that ESU adopt this recognition. I don’t

know what would be best next? If we share this or does everyone want to think about it before we do a vote?

- Susan: Could we send it out to everyone and then vote in February?
 - No objections to doing that

c. Rules and By-Laws

- Did not get a chance to meet, but are meeting before the end of the semester. Don't want to rush some of the initiatives, really looking at wording closely for online meetings. Will take their time using the comments and feedback from last time. Will hear more at the February meeting.

d. Budget, Finance, and Planning

- Committee met on 11/24, shared the results of the survey following the campus wide budget presentation. Results overall positive, will be sharing those in detail with the committee. Will be sharing comments on how to close the budget gap. Continued discussion regarding chair selection. Goal is to select a chair by the end of the semester. Meeting next on 12/19

e. Campus Life and Inclusive Excellence

- Nothing new to report, trying to meet this week

f. Research

- Committee did not meet for formal meeting, did have meeting with Kaleem Abed from OSPR to discuss research topics. Will schedule for beginning of 2026.

g. Free Speech Statement Committee

- Report on proposal to add Dr. Santiago Solis to the committee
- Santiago Solis has been added to the committee, discussed broadening the approach. Instead of creating just a statement, VP Solis suggested that our committee put together a full internet page that centers around free speech and expression, but includes links to other resources. Professor Martin and others agreed that adopting the University of Chicago statement on freedom of expression, the Chicago Statement, would be the best way of affirming the institution's stance, as the statement has been signed onto by dozens of other institutions of higher education, both state and private. The committee will have a report in February.

6) Student Government Association Report

- a. Student suggestion day, got a lot of good feedback. Overall, planning to use it going into next semester to make sure to address the concerns of students.
- b. Academic survey a couple weeks ago, will give a rundown of results. Lack of advertisement of resources (tutoring, etc.). Many said advertisement needs work. A lack of interactive instruction, making students fail to attend classes. A lot of students advocated for professors to be evaluated on a regular basis. We're still

working on ways to improve the course evaluation form at the end of each semester, but students would really appreciate evaluating faculty regularly.

- c. Visit from the Chancellor and President Long in our last meeting, received a lot of good insight about the future status of PASSHE when it comes to DEI and other support programs on PA state campuses.
- d. Elaine Rodriguez: How many students participated in the survey?
 - 102 students responded
- e. Susan Dillmuth Miller: More evaluations: in addition to the end of the semester survey?
 - Yes, mid semester
- f. President Long: I just wanted to congratulate Amaya and SGA on a fabulous presentation, the Chancellor left there very impressed with the manner in which the meeting was run and how professional they appear. His exact comment was, he's been in higher education for over 40 years and this was his best experience of a student government operation. So, kudos to Amaya and the student government team for representing ESU at a very, very high level.

7) Old Business

- a. Budget Presentation Q & A
 - For clarification, preliminary audit results and then into the financial sustainability indicators.
 - Jey Chelladurai: how does eliminating undergraduate or graduate programs helps defer costs? And how are those decisions made? How long does it take to see the cost savings?
 - Margaret Ball: Each year we have a finite amount of FTE to develop a schedule. When we look at how many courses we can offer, we are always being asked to offer more general education courses. Also comes into play how many programs there are a high demand for. Many reasons and things we look at. Another thing we look at is not only demand but also how many students graduate in an area. Never just one or two metrics. Demand, how many are interested, staying in a program, how much FTE a program takes and how many we can actually support. When a lot of our graduate programs were put into place, we had a lot of students. Don't have as much or as many undergraduate students to support the programs. Overload costs the university much more. Graduate assistants cost the program too. When you don't have a large class coming in, and the students aren't being kept, the programs become very expensive. We need the FTE to serve our undergraduate programs.
 - Chris Kavanau: yes, I'd also like to chime in with APSCUF's position. We are respectfully looking for clear written guidance for the criteria that are used to place programs in moratorium and how to be removed from

moratorium. No successful examples in PASSHE of programs being removed from moratorium. Looking for concrete measurable conditions for being placed in moratorium and those who are brought out.

- Margaret Ball: Happy to do that for you. There's been a lot of discussion about economics undergraduate program. Very few people applying to the program, almost nobody left in the program. Said to redesign the program, it has been put into moratorium, at this point, they wanted three faculty members, at this point, we are not getting a lot of students applying for econ. We only have so many budget lines for faculty. There will be a transition of taking faculty lines and putting them where we need them.
- Chris Kavanau: Yes, you have a very clear example there when you have few or no students, but it becomes more difficult when you're kind of at that threshold, and where that more difficult when you're at the threshold, and where that threshold is, and what the metrics define.
- Margaret Ball: when we look at our graduate programs in particular, I'm happy to show you that, and I know I've shown you that before in Arts and Sciences right now. Perhaps the only sustainable program that we look at of all Arts and Sciences graduate programs is the biology program. We have been waiting for communications, they have been showing some growth. We have given them several years, and they have a plan in place. English has a real issue in their graduate program, as far as numbers go. So, we are being very clear with people and when you put up the numbers you can see exactly what's happening. Again, 10 years ago when we had 6,000 undergraduate students, that didn't matter. We are facing a cliff, we really have an issue and as I've said many times before, to bring a new faculty member into a program that is struggling is a terrifying thing to do. If we are offering someone a tenure-track position, I want to make sure it's in a program that is going to be sustainable.
- Jey Chelladurai: so, is that the reason for the hiring freeze that is happening in some departments?
- Margaret Ball: Yes. We had a lot of retirements at the end of last year, so we're still waiting to see, because we are facing this demographic cliff. We are seeing it now in the numbers. Even if high schools in our immediate area are not declining, every else they are. We are now competing with Penn State, we are competing with all these private schools that we didn't use to compete for. And that is why we have the scholarship program going. Otherwise, we probably would be half the size of what our university is right now.

- Ansumana Turay: You said numbers are declining inside our school, in our undergraduate program. So, to be able to have a graduate program in say, psychology, and then have that incentive of job opportunities because we are also struggling inside. A lot of students have told me that they are struggling in order to gain resources from CAPS because of the lack of resources that they do have. Would it be possible in order to have different graduate programs to have different job opportunities within the campus community? Students wouldn't have to go to Penn State or even other PASSHE schools in order to seek out these opportunities if we have incentive in the university itself.
- Margaret Ball: That is something to look at. It all depends on the program. Psych has never put forth a graduate program since I've been here. They are the programs that tend to sustain graduate programs, but you still need to play that numbers game, how many students actually support the program.
- Ansumana Turay: That does answer the question. If they are able to sustain the program. Can you explain to me why psychology or social work is not able to use graduate students as therapist as well? Because people go into psychology for therapy and different opportunities like that. Can you more so explain to me why it has not been brought up, or is it because psychology has not brought it up?
- Margaret Ball: Psychology has not brought it up, social work has not brought it up. It has not been brought forward by the departments. But again, even in a graduate program you need a certain amount of time in the program before you would be allowed to intern or practice.
- Donna Bulzoni: This is a great conversation, but a little off topic. I brought up the presentation to remind people about what I presented about.
- Jey Chelladurai: So, which of the PASSHE schools are stable?
- Margaret Ball: Three PASSHE schools considered stable, ESU is one of them. Slippery Rock and West Chester are also stable.
- Donna Bulzoni: The thing that I keep stressing is that the annual operating margin and the primary reserve ratios are both 3 year moving averages. So, we really have to be careful, because when you look at the operating margin, we had this really big year here when we got CARES Act money. And we close with an operating margin of greater than 7% and so when this drops out of the 3 year moving averages, you could see the trend right? And this same trend you could also see in the primary reserves ratio. So, when we lose this year, then you're going to see our numbers decrease. And with that enrollment cliff that Provost Ball was

just talking about, when you start to see enrollment impacted back here it carries through all these other ratios.

- Margaret Ball: Very important to remember we never want to put a program into moratorium. We have to strategize at how we give new lines, and meet those needs. It's a juggling act.
- Jey Chelladurai: Yes, how do you incorporate those changes into the program because of the AI? And it's difficult to convince students what their job aspects are because some are being taken by AI. We have to include that in the curriculum and every department integrates AI in their discipline.
- Margaret Ball: Some universities have done a great job of doing exactly that. Some schools have made that their vision.
- Susan Dillmuth Miller: thank you for being some open and answering these questions. Perhaps this conversation can be continued in our February meeting, if there are any additional questions.
- Johan Eliasson: one question about the budget, what is the estimated savings based on incentive for retirement.
- Margaret Ball: 13 retirees, hired 13 new faculty. Will have hired 14 new faculty by the end of the year. They are not coming in at the top scale. APSCUF did give us some leeway regarding hiring adjuncts this year because they knew we needed time to hire people. Donna may have the numbers.
- Donna Bulzoni: I'm trying to quickly look it up, how about I bring it to the next meeting?
- Susan Dillmuth Miller: Ok, I can put you on the agenda for that.
- Chris Kavanau: And I assume at our meetings we can go further into more of the measurable conditions that are required to take a program out of moratorium and also to bring in if those conditions are met.
- Margaret Ball: Donna, I think it's important for you to maybe discuss what happens if we don't meet our metrics. I don't think people understand what it means for schools to be in one, two, or three. President Long can always explain what happens to a university when they don't meet those metrics that we have met.
- Donna Bulzoni: Well I don't know, Ken, do you want to take that one, or do you want me to take that?
- Susan Dillmuth Miller: Can we wait for that for the February meeting?
- Margaret Ball: I think it's important because this discussion has started.
- President Long: I'll just be really brief. There's level 1, level 2 and level 3. None of us want to be in level 3. Level 3 right now in the past several years have been the integrating school, most integrating schools. IUP has

been in and out of level 3 in the past, Cheney has been in level 3. We never want to be in level 3. Within level 3, it essentially gives the Office of the Chancellor a level of receivership. The Board of Governors did approve that so the Office of the Chancellor has much more authority over what your institution can and cannot do, as it relates to anything. We have been in level 1, when our enrollment dropped significantly, even though we had strong financials. It's a lot of legwork on the Office of the Provost as well as Financial and Enrollment Office in terms of getting you out of that condition. And that could mean things like staffing reductions to stabilize your institution. Level 2 is typically where an institution is either getting close to being in level 3. I know IUP has been in it and had to shave a number of faculty and staff positions and administrators. They consolidated some academic departments, they consolidated some programs and some colleges over the last few years. We have been fortunate that enrollment has been our biggest issue.

- Susan Dillmuth Miller: thank you for that great discussion everyone. We can continue that in the next meeting should there be more questions. I'd like to actually move down to open discussion, I have Shawn Munford here and he's been waiting patiently. So, if there aren't any objections to me skipping down to the status of athletics report, I'd like to do so and then go to new business.

8) Open Discussion

a. Status of Athletics: Faculty Athletic Representative, Shawn Munford

- Presentation, see attached
- Student athletes continue to excel in the classroom as well as during competition. Coaches recruitment efforts have significantly helped.
- Semester GPA data: steady upward trend, recently from fall 2023- spring 2025, some of the highest semester GPA's that we have ever had. Scholarship model in the last couple years are a primary reason why these number continue to go up. Allow our coaches to package aid to make ESU appear more competitive. Women's teams have always excelled, higher than the men. Female students do better than male students. We've been able to attract better student/athletes that meet the academic criteria for presidential scholarship. Adding a little bit of athletic aid makes ESU a little bit more attractive than some of the other institutions that we're competing against for enrollment. For this past year, we have 22 teams and everyone has a team GPA over 3.0, which is virtually unheard of in Division II, especially with sports like men's wrestling and with big rosters like football. So, kudos to our student-athletes, our faculty and staff for accommodating our student-athletes and our coaches for bringing some quality students here to our campus. More than half of our

student athletes have a 3.5 last semester. The number that was over 3.0 was amazing as well. Women's cross country had a team GPA of like, a 3.8. They were the highest women's team, and men's soccer had a cumulative GPA of 3.45, which was the highest men's team. Our student athletes are doing well in the realm as well. We achieved things that we have never achieved in the history of our institution. I think the quality of student athletes that we are able to attract allows us to get a better student, as well as a better athlete and it translates into performance during competition.

- Please see attached presentation for a detailed review.
- Shawn Munford: the conversation I heard about grad school and programming and things of that nature, if we potentially get a large commitment of students that could potentially be on campus for 5 years, we might need to think strategically about how we can accommodate those in a cost-effective manner.
- We have put together a 2025-2027 initiative that's focused on empowering, enhancing, and empathizing with the student athlete experience. Empowerment generally deals with trying to put programs in place for some of our students for life after graduation. So, after the ball bounce stops bouncing, what do people do? A lot of people have some identity crisis when they can no longer continue to play their sport. So, putting programming in place for that. Things like belonging and empathizing. They feel like they belong to their team and to their athletic program, but the time commitment sometimes precludes them from belonging to the larger university as a whole. This fall semester, our women's cross-country team won the PSAC Championship for the first time in school history. Our men's cross-country team came in second, which is one of their best finishes in the history of the program. Women's volleyball just won the PSAC Championship, they're competing against Gannon in the NCAA Regional Championship in a couple weeks. Football, field hockey, had a very strong show. So, for those of you that may not know, a few years ago the NCAA allowed a transfer portal, which allows student athletes to transfer schools whenever they want without ramification. We have not been hit that hard by the transfer portal. This past year, we lost 16 students, but we gained 24 so we have a net benefit of 8 students. 15-18% of our student body population is student athletes, so they can continue to do well and continue to be retained and achieve academically, this can help make us a sustainable and a viable institution.
- Margaret Ball: do we know why students leave ESU?
 - Shawn Munford: Some leave to go to division I, others left to go to other division II schools, then some dropped down to a lower level of competition.
- Susan Dillmuth Miller: do we actively recruit for transfer students?

- Shawn Munford: Yes, we have a transfer scholarship thanks to President Long. We have increased the number of transfers we seek out because of a dedicated transfer scholarship and funding. Makes ESU look different than other schools.
 - Margaret Ball: The transfer population is really important to all of us, and is going to become even more so. So, thank you for bringing that up and clarifying that Shawn.
 - Shawn Munford: Take this opportunity to thank you. We make promises to them when they chose to come to ESU that they could be the best athletes and the best students that they could be without having to sacrifice one or the other and that takes some work on our ends as faculty, staff, and everybody involved to accommodate that.
 - Susan Dillmuth Miller: there was some concern regarding out international student athletes. Xenia Barakos was going to report on that but she's not here right now, so we'll postpone that on the agenda.
- b. International Athletes- Xenia Barakos
- Not able to attend, postpone to next meeting
- c. Multifactorial Authentication (MFA)- Rob Smith
- Now a part of everything, it really has been put forward to indicate that you are who you say you are. We have responsibilities based on federal and state statutes to make sure that we are protecting individuals. We have requirements. We're always willing to talk about the user experience, but we have to keep safety and security in mind. The way that it's used on campus, may have financial data or health data connected, if there is a breach, you don't want them to have access to everything. We also apply it to the students, afforded the same protections. Really where we are, going forward will be adding additional tools on the security side. We are all facing the same thing, balancing the user experience but also considering safety.
 - Susan: seems like a box will pop up to not ask again for 90 days, if you check it, you still get asked the next day.
 - Rob Smith: This is set up to do it. It won't save it for you even if you click it.
 - Jerry Ross: Just two quick things I wanted to share. This is, the two-factor authentication, I fully understand, and I agree, it's a way of life. The part of the difficulty is that especially in Sci Tech, any of the internal rooms, the cell phone doesn't work. So, to actually get the code is a real problem. If we could maybe look into an alternative, maybe the ESU app, that isn't me running out into the stairwell to try to get a signal. The second thing I wanted to talk about is this stupid little box that I'm sharing here, it doesn't matter how many times

you click it, it shows up every single time and my point is, can't we just remove it?

- Rob Smith: Yes, you bet. We'll do whatever we can try to get that out of there. Not a problem.

d. Incomplete Grade Update- Chris Domanski

- Proposed: Students may not submit incomplete requests via the Warrorfish platform.
- Proposed: The guidelines for submitting an Incomplete Grade will not be implemented for Fall 2025. (Update: will not be implemented for Fall 2025)
 - Has been postponed, will be a committee to review this.

e. Course Dog Update: Chris Domanski

- Postponed until next meeting

f. Building a Culture of Responsive Communication

- Moved to the next meeting

9) New Business

a. University Senate Orientation: who can send designees

- See attached presentation on University Senate Membership

b. Academic Affairs New Committee Member Approval

- Steven Scott: new senator, would like to be on academic affairs. Representative from college of business.
 - No objections

c. Technology Committee University Senate Member

- Will be working on the use of AI. Any nominations?
 - Shiqi Zhang, Michael Sachs, Xue (Stella) Dong, Jey Chelladurai
 - No objections, approved
 - Liz Scotts: is there space for librarians? Is there space? I can send you names.
 - Robert Smith: it's not only the use of consumer tools that has to be discussed, it's also the purchase of the language model. So, if someone wants to use a Lambda model, for example, or a Claude model or something like that, what does that entail and what does that actually mean for the university? So, what is going to end up happening and why this is just a critical turning point is that we also then have to modify all the subsequent policies that are in front of us. Data use policies, access and control policies that Donna and I are responsible for. The cascading effect moving forward is significant.

10) Announcements:

- a. none

11) Adjournment

- a. 4:33pm

