

University Senate- November 3, 2025



University Senate Meeting Minutes
November 3, 2025
3:00 - 5:00 p.m.
Zoom

IN ATTENDANCE:

Barbosa, Miguel; Boyce, Greg; Brannigan, Kyle; Brooks, Christopher; Broun, Bill; Bulzoni, Donna; Carver, Casebolt, Kevin; Marguerite; Chelladurai, Jeyaprekash; Cole-Malott, Donna-Marie; Cox, Amaya; Dailey, Deena; Dillmuth-Miller, Susan; DiPippi-Hoy, Caroline; Dong, Stella; Dougherty, Julianna; Drummond, Darla; Eliasson, Fredette, Mary; Johan; Fuenta, Kelley, Veronica; Rene; Kim, Kish, Thomas; Heon; Knickerbocker, Heather; Langan, Brooke; Long, Kenneth; Montalvo, Emilie; Mullen, Margaret (Sara Everett); Postupack, Mary Francis; Nickens, Rabin; Rodriguez, Elaine; Rosen, Melinda; Ross, Jerry; Sachs, Michael; Scott, Elizabeth; Snyder, Brandon; Solis, Santiago; Vanic, Keith; Varcoe, Kelly; Watson, Bethanie; Williams, Sylvester; Zhang, Shiqi; Zhang, Xuemao

ABSENT:

Ball, Margaret; Bing, John; Cavaiuolo, Domenico; Ellis, Damaj; Galdieri, James; Geiger, Melissa; Green, Ainslee; Gruniero-Roadcap, Nieves; Gutierrez, Hazel; Harris, Jamar; Matis, Margaret; Miller, Aianna; Smith, Jennie; Smith, Rob; Street, Brian; Turay, Ansu, Watkins, Shawn; Williams, Rosemary

- 1) Roll Call
- 2) Review of October 2025 Minutes
 - a. Minutes approved by general consent
- 3) University President's Report
 - a. Would like to provide an update on a few items:
 - Thanks to everyone who participated in the Middle States visit last week. This was to assess the institution's readiness for the visit that will occur in the spring semester. During the exit meeting, the team expressed genuine admiration for our progress and the changes we have made, particularly with where we are with higher education in the Commonwealth. Important for all of us to remember that reaccreditation is a rigorous process. It is an evaluation of our university's adherence to set standards and it is important that we demonstrate the quality and excellence of our academic programs, our institution and the success we're having across many platforms, despite some of the challenges that we face.

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- There are ongoing discussions concerning University Senate. There will be a review of senate and the structure. It has been several years since our review of the senate organizational structure and an external review of the senate is warranted. This also aligns with some of the requirements of Middle States for formal assessment of institutional effectiveness.
- General education assessment committee formed to evaluate our general education curriculum. Report highlights some key findings, such as:
 - Streamline and simplify the general education curriculum
 - Align the general education curriculum with career readiness and life skills
 - Enhance transparency and advising practices as it relates to general education

The report will be forwarded to the Curriculum Committee who has oversight over the general education curriculum for their further review and considerations.

- 4) Fix the Agenda
 - a. Middle states information was previously adjusted on the agenda, no further changes.
- 5) Middle States Update: Michael Sachs, Kizzy Morris, Christopher Dudley
 - a. Please see attached presentation for more detailed information
 - b. Chris Dudley: We have had several drafts of the report so far that have been reviewed by the steering committee. One of them has been reviewed by the President's Cabinet and one was shared with Dr. Bertolino prior to his visit last Tuesday, he was fairly positive about the draft. We currently have a draft that is nearly ready to be shared with the ESU community.
 - c. In terms of what's next, we want to gather feedback from you, from everyone. We're going to be holding some open forums in the next month or so to get some of that feedback organized by each standard. Hoping to complete the self-study in December.
 - d. Michael Sachs: Dr. Bertolino was happy with the current state. In the March meeting, we will have 7 reviewers coming in, one for each standard, plus the chair and his assistant.
 - e. Kizzy Morris: A draft should be out to the campus community in the next couple days for feedback. We will also be having some in-person, open forums based on each standard.
 - f. Susan Dillmuth-Miller: Did Mr. Bertolino identify any areas of strengths or areas of concern that he shared with us?
 - g. Michael Sachs: He gave us some feedback on the structure of the document more than anything else. He also gave us some suggestions on nomenclature within the document itself.

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- h. Kizzy Morris: At this point, the feedback from him was really based on the structure, not necessarily identifying what our strength or if there are any gaps or anything.
 - i. President Long: He was really impressed with our students and said we have amazing students. He's been at three institutions, been president for over 15 years. He was really impressed by the engagement of our students, how active they were in this process. He couldn't say enough about our students.
- 6) Committee reports
- a. Executive Committee: Met last week and set the agenda for the meeting.
 - b. Academic Affairs: Met on Friday of last week, and more will come out in the December meeting. Academic Affairs is looking at the Way of the Warrior by adding to the second one. Right now, it's committed to self-growth. We want to add, intellectual curiosity. This is something that has gone around to a couple different college meetings and proposed by a faculty member on campus. More formalized pieces will come out of this December meeting. The second piece is working on an award for faculty, staff, and students which is going to align with the Way of the Warrior. We hope to have something a bit more thought out by the December meeting, so that will be reported then. We have had some registration issues lately. If you have issues with registration, please don't hesitate to contact Chris Domanski. We have also seen that Degree Works is not updated because students are still associated with an old code when it comes to the program of study. We have been working through this process to update all of the students into the current codes. If you see issues, just bring it to our attention and we will make sure that the student gets into the new code.
 - Susan Dillmuth-Miller: so if there's a mistake and they have the prerequisites listed that shouldn't be there anymore, is it just a process of talking to you about it or do you have to go through formal paperwork?
 - Chris Domanski: If something is not correct, and it's in the catalog, it's in our database, we will have to update that. That's going to be required to go through the curriculum process to make that change. While that's happening, to limit the amount of issues that we have with registration, we can make those changes on the schedule.
 - Susan Dillmuth-Miller: so you can update it quickly, but then you still want to go through the curriculum process again.
 - Chris Domanski: we have to because that's our database. We have to connect there for it to align with everything else.
 - c. Rules and By-Laws: Rules and bylaws has been meeting a lot for various things. We were talking about, forming an ad hoc committee for a freedom of speech statement that you'll hear about later, and then just working on various initiatives,

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which a couple are coming up, that we're going to be presenting today for Senate discussion.

- Susan Dillmuth- Miller: we can actually talk about the freedom of speech committee right now.
- Liz Scott: A list of all committee member it listed on my screen. A couple weeks ago in Senate there was a proposal to have a freedom of speech statement. So we do have a webpage that discusses freedom of speech and free press and things like that, but the proposal came out that they want to adopt a statement for free speech on campus, so that, after talking about this, we are going to form rules and bylaws ad hoc committee to look into this free speech statement. The member of the committee will be Chris Brooks, Bill Broun, Jamar Harris, Vertel Martin, and Gavin Vondercrone.
- Later we will talk about leaves of absence and then also changing some language about online meetings.
- President Long: Any comments on the free speech discussion? Any discussion on that at all? Or is it just an update?
- Susan Dillmuth-Miller: just an update that the committee was formed.
- President Long: it's just a question on the committee formation that there's no one from administration, particularly Santiago Solis, who spent a tremendous amount of time creating the documents that we have that would have some historical context to it. So that's the question, I guess I'll save that for the second part.
- Christopher Brooks: Can I speak to that? This is just to look at what we have with fresh eyes and then whatever the committee comes up with, this will be shared across campus, certainly with Vice President Solis' office. A lot of folks will be able to give input.
- President Long: The only concern I would have is, again, Dr. Solis put a lot of time into what we currently have, and we can save some duplication of effort if he's on the ground floor, not creating more work for him, on the ground floor in those discussions when they start, they're basically going to start from ground zero. He's going to have to review everything you've done, and then recommended that to me. He was just trying to cut out one later.
- Christopher Brooks: well given that I've already done a large part of the legwork, I don't think we're going to have to worry about that. The other piece of it is fresh eyes. The other thing is, I mean, again, a lot of people are going to have a say on this. At the end of the day, you have final say in this. This is just a suggestion. I see what you are saying and to avoid duplication, but there's really nothing here being duplicated.
- President Long: Ok, it will definitely slow it down, because Dr. Solis, the process that we created here, he spent probably 2 years working with legal and

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getting what we have up. It could save us some process, some steps in reviewing it, because he will be able to tell you why we did this and why we didn't do that, but that's ok. We can do it this way as well.

- Liz Scott: The other option was the committee didn't want to have too many people on it, so they wanted to keep it at 5. If we add somebody else, then we have to have a 7 not 6, just for voting.
- Bill Broun: One thing that is new and fresh about the particular committee is that I think it's looking really hard at media, and especially social media. I think because there's been a lot in the news about that lately, and some of the tension around public employees, public adjacent employees, social media, controversial topics, and I think one thing is that there's some media experts on the committee, and also people that are interested in it. I think that is one thing that is sort of special about this new particular process. I'm not saying that it can't dovetail nicely with work that's already been done, or that none of that has been done before, either.
- Donna Bulzoni: Kind of in the part with President Long, when you look at the composition of the committee, I'm really surprised that there's no one from administration represented. And especially Dr. Solis since there's been so much work already done, and so much work with legal counsel and I think to put that aside isn't going to serve any of us very well.
- Bill Broun: I'm not sure how it could be a problem, there are, you know, Chris Brooks, for example, he's somebody who has an understanding of the law, but he's also someone who's really interested in free speech and in studying free speech. I'm a journalist. I worked as a journalist, I care about the First Amendment. I can about the infringement on the press right now that we see all around us. It's not just a matter of a committee, this is stuff that we care deeply about because it's pressing, it's urgent. So that's why we thought, wow, we really need to have a good committee that is in place and talk about this again, because free speech is under threat. I'm not saying it can't work closely with what's already there. I think that we feel very respectful of the work that's been done.
- Donna Bulzoni: I totally understand that, but I'm more looking at it from a point of shared governance. I was surprised when I saw the composition that there's no one representing administration on that committee.
- Christopher Brooks: The exclusion or inclusion had nothing to do with trying to evade one constituency or another, which seems to be the subtext. The creation of the committee is to move the ball forward. Taking a look at declarative statements, a handful that are already on PASSHE website, in particular Shippensburg and Westchester. Which are two of the flagship[universities of the PASSHE system. So that kind of eliminates the

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concern about PASSHE legal. We're not a decision-making body. If we were making policy, I could certainly understand the concern, but we're not. We are simply, in our expertise, suggesting some language. That's it. And if administrators or other constituencies on campus want to poke at it, or tear it apart, or not accept it, that is their right. Again, we're advocating for free speech here, so no one is being silenced. It is simply having a group of 5 people coming up with new language, fresh set of eyes and suggesting it. That's it, no more, no less.

- President Long: I don't disagree with your statement, Chris, except that first part that excluding someone. I would argue that Dr. Solis, and I would argue that Dean Williams, I would argue that Vice President Sachs also have some expertise.
- Christopher Brooks: Oh absolutely.
- President Long: Two of them being my Vice President of University Relations, Miguel Barbosa, who's been doing government relations for the last umpteen years here. It's not a question of saying do we get everybody at the table? What I'm trying to do is say, yes, free speech is critical. It's important that we make sure we have current valid, statements of where we belong and where we are positioned at, as it relates to free speech. What I'm trying to advocate is that having Dr. Solis on that committee would expedite any changes if we were to have a change simply because he knows better than anyone here what it's going to go through from a system standpoint. I will also say one correction Dr. Brooks, Shippensburg is by far not a school that would...
- Christopher Brooks: No, I misspoke, I meant to say Slippery Rock.
- President Long: Dr. Solis spent two years working with legal counsel to get what we have out here, and that would eliminate some of the layers that we might have to revisit. But I'm okay with the five, if that's what the Senate puts forth. It's just we'll add another layer of time in review because we would have to start from that process with Dr. Solis and his team going through it. So I was trying to eliminate a step in the process.
- Liz Scott: The executive committee, who Margaret is on and other did not have any suggestions or additions, so we thought that this would be acceptable to send to everybody to see.
- Bill Broun: I would just like to say on the record, that I would not object to that myself. I don't speak for the committee, but as one member in the committee, I certainly would not object to that, especially if it can kind of grease the wheels and move it forward.
- Liz Scott: Object to the addition of Dr. Solis?

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- Bill Broun: I certainly wouldn't object to having Dr. Solis on there if it would create goodwill and move things along. I don't know if other committee members might not agree with that, but I just want to say that.
- Christopher Brooks: If I could really quick just say that I don't either. I just wanted to point out that no one was being excluded for any particular reason other than to keep the group relatively small, and I wanted to make sure to get student representation. And knowing that Dr. Solis and many others will have eyes on this before it's even suggested as a policy. I don't see any problem. Plus, as was mentioned by Liz Scott, there wasn't an issue when this went through the executive committee.
- Sylvester Williams: I just wanted to make a statement. A strong free speech statement must navigate constitutional law, academic freedom and most importantly campus culture. A committee that includes legal scholars, social scientists, humanities faculty, student leaders and administrators can integrate all three dimensions, creating a document that is both principal and practical. I have practiced entertainment law with the largest multimedia company on the United States for 15 years. It would be a disgrace not to have Dr. Solis involved on this. It doesn't hurt anything, it certainly will strengthen whatever document the group comes up with. So I highly recommend that he'd be in.
- Amaya Cox: I just had two or three questions. So, first I wanted to know would the chair of this committee be a voting member?
- Christopher Brooks: Yes
- Amaya Cox: I can't remember who said it earlier, but I was just curious as to why you may think free speech...freedom of speech is under attack as of right now, I personally haven't gotten that notion from the campus culture. So I was just curious as to why you may think it may be under attack.
- Bill Broun: I think at ESU things have been really good. And you know, I'm not saying that there aren't some issues on campus, that many of these wouldn't necessarily be things that would be publicized. They're things behind the scenes, but in general, around the world, there has been a ton of discussion about free speech being infringed in academic. Some of this came around when the Charlie Kirk assassination took place. There were people on both sides of the political spectrum who were very upset about the idea of free speech being threatened by their political opposition. Probably the most famous example in recent weeks has been the moves by the federal government to kind of muscle on the entertainment industry. And it doesn't work by the same rules that we do in public higher education. But there's a chilling effect that definitely catches on. There have been officials that are part of our federal government who have tried to actually suppress entertainers, you know? And that's never happened in my lifetime in any way

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that I've ever seen. So these are just some examples right now. There are numerous cases that the federal government has brought up against universities, basically punishing them or extorting them for payments. We've been very fortunate for a lot of different reasons at ESU, and I think our administration is committed to free speech, and that's important, but I also think that the environment is getting more difficult out there and that it's important to protect what we have.

- Susan Dillmuth-Miller: Thank you, Bill. I'm going to ask that we move on and ask the committee to consider what was discussed today.
- Santiago Solis: I'll speak for the administration, and me in particular. Yes, we, and I am very very passionate about the First Amendment and free speech. That's why, when I was here, newer to ESU, I started reaching out, and at that time, I was working with President Welsh, asking if we had a time, place, and manner policy, and I believe at that time, no other PASSHE school had that document. So I started working with Dr. Welsh to initiate that conversation PASSHE-wide. And that's why it took a couple years to work through that document, and since then other schools have a time, place, and manner policy. At that time, I also started working with people here on campus on that First Amendment webpage because students were confused, they had a lot of questions, and I invited faculty to come and talk to SGA at the time to talk about the First Amendment and free speech. So yes, if I'm speaking for myself, I would like to be a part of this conversation. During the BLM movement there was a lot of tension and lots of things back and forth, just like current times, and at that point because I was defending our campus and our students First Amendment rights, I started getting attacked on social media. Lots of horrible things that people were saying about me. Simply for defending my colleagues and the students' right to free speech. So, of course, I have a vested interest in this. So, because of these experiences and this passion that I also share with some of you here, I would very much like to be a part of that.
- Susan Dillmuth-Miller: Ok, I ask the committee to consider the discussion today, and I'd like to move on. Budget, finance, and planning, do you have anything else? I know you're presenting later on in the meeting.
- Sylvester Williams: Before we move on, is there a time frame that they're going to get back on this issue or anything? Because otherwise it's just going to lay dormant.
- Christopher Brooks: No, I plan on reaching out to the Vice President within the next couple days, maybe even tomorrow.

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- Sylvester Williams: I would like to make a motion that you try to at least put some kind of time frame on getting a resolution on this matter so it doesn't lie dormant.
- Christopher Brooks: Which matter are we talking about?
- Sylvester Williams: About considering him to be added to the committee before the next meeting.
- Christopher Brooks: Ok, before the next meeting, fine with me. Like I said, I plan on reaching out to him tomorrow.
- Susan Dillmuth-Miller: Do we have a second on that?
- Kyle Branningan: I second that.
- Susan Dillmuth-Miller: Any objections to the proposal that Dr. Brooks report back before the next meeting on considering Santiago for the committee or an administrator?
- Mary Francis Postupack: Is there any reason we as a Senate cannot vote on that today?
- Susan Dillmuth-Miller: We are voting on it today, I just said if there's any objections to speak...
- Mary Francis Postupack: Instead of waiting until the next Senate meeting, can we make the decision today that Dr. Solis will serve on the committee?
- Susan Dillmuth-Miller: We could make a recommendation to the committee, but really it's up to the Rules and Bylaws committee. We could certainly vote on a recommendation to consider. So I have two things on the floor. One is a timeline in 30 days to report back and two would be a proposal to add Santiago or propose to add an administrator?
- Mary Francis Postupack: I would propose to add Dr. Solis to the committee.
- Susan Dillmuth-Miller: Ok, so could we combine the proposals? Consider adding Dr. Solis to the committee and the decision should be determined by the next meeting.
- Mary Francis Postupack: When is the next time rules and bylaws meets?
- Liz Scott: We do plan to meet in the next week or so because we have other items that need to be discussed. I also thought that the ad hoc meant that we didn't vote.
- Susan Dillmuth-Miller: The Senate doesn't determine or approve the committee. But it can be a recommendation coming out of Senate.
- Liz Scott: Ok, I'll schedule a meeting, hopefully I can get one in maybe next week.
- Susan Dillmuth-Miller: Does that change the proposal, that the decision should be made by next December university senate meeting?

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- Sylvester Williams: No, I think we keep that in place and that gives them time to discuss, deliberate, and then make the actions so that then by the next meeting they can report back to what action was taken.
 - Susan Dillmuth-Miller: Alright, so let's vote on what's on the floor right now that the committee will report back by the next senate meeting in consideration of adding an administrator to the committee.
 - Darla Drummond: Susan, is the wording on the proposal "an administrator" or is it "Dr. Solis"?
 - Susan Dillmuth-Miller: I said administrator
 - Sylvester Williams: I don't mind amending my motion to include Dr. Solis instead. Seconded by Mary Francis Postupack.
 - Proposal: Committee consider adding Dr. Solis to the free speech statement committee and they are to report back by the next senate meeting.
 - Yes with 86% and No with 14%, proposal passed
- d. Budget, Finance, and Planning
- We had our second meeting on October 31st and set the schedule for the rest of the semester. Had a discussion about selecting a chair and two committee members expressed interest in serving in the role. Will be doing an anonymous poll before the next meeting and share the results.
 - Also announced there will be a campus wide budget presentation on 11/13 in the Sci Tech auditorium. We encourage everyone to attend. The remainder of the meeting was spent brainstorming about positive possible initiatives to explore over the coming year and the need to be sure that we link any initiative with the new strategic plan. And some of the things that folks were talking about were communication on the budget, how we do that, the facilities master plan that we're going to start undergoing and also finishing the work from last year. A proposal has been brought to the committee on tuition deferral due to medical reasons, and the need for us to finish that work.
- e. Campus Life and Inclusive Excellence
- We met last Friday and have five goals for this year:
 - Repaving Normal Street: plan is already underway
 - Shuttle: students had a question about the shuttle not running on Sunday so SGA is reaching out to Frank Gay to schedule a meeting to discuss the possibility of adding Sunday hours. Will be conducting a survey to gauge interest with students.
 - Dining hall quality and food options: will be meeting with Duane, the general manager of dining services to ask questions and find ways to improve dining. Also the possibility of expanding hours for late night. Students are proposing going from midnight and extending it until 1 or 2 in the morning.

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- Additional shuttle stops: possibly adding some shelters where we do have stops in case of weather.
- Safety: students having concerns about safety due to being denied a safe ride or whoever is on the phone taking too long or not showing up when a student requests a safe ride. Will be working with Marguerite and having other conversations about some of the concerns students have.

f. Research

- Committee met on 10/17 and the meeting included Kizzy and Kaleem from OSPR. Discussed goals and some things to work on. Good conversations about our committee working as an advisory capacity to OSPR for various initiatives. Discussed creating a capability statement about research on campus, which would inform others about our awards and awarded grants and strengths in research. Talked about the database SPIN where you can look up grant, will be evaluating if it's the best option.
- Kizzy Morris: it was a good meeting, I appreciated the time to get Kaleem introduced to the group. I'm really looking forward to him working full time with us in the next couple weeks.

g. Parking

- Met on 10/16 with Frank Gay to discuss many issues surrounding parking on campus. ESU is doing an external audit this year which will assess spaces and the individuals on campus. Will also be identifying lots on campus that are underutilized during peak hours.
- About 3,000 tickets out right now so parking enforcement is working hard. We will be returning to physical tags, so hopefully we will see a shift in parking. The scanning system has not been efficient.
- Michael Sachs: many people at ESU back in (to parking spots), so scanning their plate becomes more difficult.

7) Student Government Association Report

- a. We participated in the Howl, which was an SA event that was a haunted house. Some of our biggest goals this year have been increasing visibility and engagement on campus.
- b. Participated in the Middle States Accreditation luncheon, would like to say that my peers were amazing. I think we had a lot of really good conversation and there were a lot of constructive points. Also met with the new chief of police and I think we can form a really good relationship going forward. We also met with Kayla Simon from Health and Wellness and are working on ways to increase visibility on campus and make sure students know what resources are available. We also participated in the Pink Light Walk for breast cancer and a couple of other on-campus events.

8) Old Business

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- a. Committees: postponed with no objections.
- 9) New Business
- a. University Senate Orientation: voting members, ex officio members and designees, committees
 - Postponed with no objections
 - b. Meeting Dates 2026-2027
 - September 14, 2026
 - October 5, 2026
 - November 2, 2026
 - December 7, 2026
 - February 1, 2027
 - March 1, 2027
 - April 5, 2027
 - Approved with no objections
 - c. Proposal: Change #2 of the Way of the Warrior to read “Committed to self-growth and intellectual curiosity”
 - Majority vote will add that wording to the Way of the Warrior.
 - d. By-Law Change: Leaves of Absence
 - Wording to add “when an elected or appointed senator is out on an extended but temporary absence from senate activities, their sending group or department may select a replacement using the same process as the original selection. The group must notify the senate president at least one week in advance of the absence, providing the replacement’s name and expected duration of the appointment”
 - Susan Dillmuth-Miller: The next procedure, we can actually vote on it today, two thirds of a vote. Some of you have an appointment because of your position, like for example the SGA president. If she can’t make it she can appoint a designee. However, because the departments are elected, we can’t just send a designee. They would have to be voted on to see who the replacement would be while they are out on an absence.
 - Jey Chelladurai: what is an extended absence?
 - Liz Scott: we didn’t really talk about minimums or maximums, I think it would depend. In the past we have had some senators who just disappear for various reasons, and then nothing, their seat isn’t filled. We intentionally left it vague.
 - Jerry Ross: would the replacement have voting privileges? Also I’m concerned if the wording is “may” select a replacement, isn’t it likely that they just won’t?
 - Liz Scott: well the department may select a replacement, so if they choose not to send anybody, then they don’t have representation.

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- Discussion concerning attendance and knowing who attends meeting and who doesn't attend meeting. Also concerning the length of the absence and if senators are deemed "inactive".
- Vote on the proposed changes, indicated in the wording above:
 - 29 for, need only 22 votes for it to pass. Wording changes pass.
- e. Constitutional proposal
 - The Senate may hold meetings by video conference or teleconference if approved by the Senate or when deemed necessary by the Executive Committee. Such meetings must allow all members participating to hear each other at the same time, seek recognition, obtain the floor, and submit motions in writing, and provide a means to determine the presence of a quorum and to take and verify votes.
 - To obtain the floor during video conference or teleconference meetings, one must be recognized by the Senate President or their designee.
 - Members shall refrain from using the group chat for side conversations while another member has the floor. The chat function may be used to provide contextual information directly relevant to the discussion, only with recognition from the Senate President or their designee.
 - Susan Dillmuth-Miller: We are not voting on it today, but are there any proposed changes?
 - Bill Broun: The last paragraph feels heavy handed, sometimes people chit-chat and have side conversations.
 - Deena Daily: the intent was that the senate operates as guideline using Robert's Rules and in Robert's Rules only one person should have the floor at a time.
 - Michael Sachs: So if our current bylaws speak nothing to how meetings are being held, why do we need an addition?
 - Liz Scott: I think we were just thinking that there was nothing about having online meetings and how they were supposed to be held.
 - Michael Sachs: Then there's nothing about in person meetings and how they're to be held.
 - Lis Scott: maybe the whole thing needs to be amended to be in general, to be how meetings in any form are to be held?
 - Meagan Mielczarek: we record these meetings right? So private conversations wouldn't stay private if the person recording the meeting was having the private conversation. So side conversations might enter into the official transcript of the meeting if the person who is having the side conversation is doing it as the host. Do we want to risk having side conversations show up in the official transcripts of a meeting?
 - Susan Dillmuth-Miller: Yeah I don't see private conversations.

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- Michael Sachs: The host has access to the private conversations when you close out the zoom
- Liz Scott: we only have the transcript to get the names for roll call, the conversations don't get recorded in the minutes.
- Darla Drummond: I don't have access to the side conversations when I'm doing the minutes.
- Discussion about conversations and the use of the chat function. Rules and bylaws will take the discussion into consideration and look the proposal over and then reintroduce it to the senate at a later date.

10) Open Discussion

- a. Director of Assessment and Accreditation, Meagan Mielczarek
 - Please see attached slides regarding the introduction of the new Director of Assessment and Accreditation.
- b. Budget Finance Presentation: Donna Bulzoni
 - Please see attached slides regarding the budget and finance presentation
 - University received a clean audit opinion. Working to finalize the statements and those statements will be presented to the Council of Trustees at their meeting in December. General operation of the university, instruction, operation and maintenance of the plant, and just in general administration, closed the year with \$9.3 million deficit. Had planned a \$7.5 million deficit.
 - Auxiliary fund closed the year with a \$5.9 million surplus
 - Net investments in plant closed with \$6.9 million positive
 - Cash balance as of June 30th was \$85.2 million
 - Financial risk assessment that is prepared by PASSHE at the close of each fiscal year, ESU is the third one down, our two-year change in annual FTE enrollment was 12.9%. Our annual operating margin came in a 3.33%. The primary reserve ration, 70.0% and minimum reserve came in at 241. When you look at the three financial measures, operating margin, primary reserve ratio, actually two of the measures are that moving average. So, it's important that you watch the annual trends and that's what we're going to see in the slides here.
 - In 2019 the university was ranked as stable. We remained stable in 2020, then the pandemic hit and we had the smallest class that I could recall, I think it was 672 students were new that fall. And so enrollment has been declining since about 2017, there was this slow decline, but it really plummeted following the pandemic. The indicator on the two-year annual enrollment was such a decline that we moved into what they call Plan 1 in the policy, where it means that you need a little bit more attention in some areas, areas that you need to improve. We remained there in 2022, but we had implemented this financial aid initiative and so our enrollment started to come back and we

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moved in 2023 to stable and we have remained there for the past three fiscal years. The numbers currently look great, but it's important to not just look at these 3 year moving averages. We have to look at the trend on each of these measures get calculated at the end of the year and they do the moving average.

- The red line is East Stroudsburg University, the dotted line is the average for the entire system, and the blue line is according to PASSHE and the Board of Governors policy, the requirements to be considered stable. So to be considered stable on the annual margin, your 3 year moving average has to be 2%. But if you track our annual operating margin, you could see that we have this big increase, we had this great operating margin back in 2022, but those numbers, our annual operating margin numbers have been declining. So last year, we closed with a 1.77% operating margin, which was below the system requirement. And this year, in 2025, we closed with a negative operating margin of 2.79%. So although these 3 year moving averages look great, we have to be very conscious of this. Because when we lose this, this year of 2022, where the operating margin was so high, when that drops out of the moving average calculations, it's going to have a big impact on the 3 year moving averages going forward.
- If you look at the primary reserve ratio, this one measures your financial strength, and it's looking at the assets that you have that you could get your hands on quickly in comparison to your total expenses for the year. And these graphs read the same way. The red is ESU, the blue is the system requirement and the dotted line is the system average. So for this measure, the system requirement is 40%. ESU has always had a very strong primary reserve ratio, but you could see the pattern is kind of tracking with the operating margin. If your net profit for the year is less, you start digging into the reserve, you're going to see that decline in this ratio. And so at the end of 2024, we closed with 69.34%. This past fiscal year, June 30th 2025, we closed with 60.27%. Last year, in 2024, we had about 8 months' worth of reserves available to us. Now it's declined to about 7 months of reserves.
- Looking at the minimum reserves, this is all the cash we have that's available to cover operating expenses. For minimum reserves, it's 180 days of cash. We're always very strong. We started to see a decline as we're investing in those initiatives. When we closed fiscal year 2024, we had about 295 days of cash available. And when we closed out fiscal year 2025, we closed with 241 days available. And then I always share with everybody the viability ratio, but this really tells you how much you have in expendable net assets what you have available to cover your obligations if they were called all on the same day. This one we have actually seen it increasing and leveling off. In 2021 there was a sharp decrease, this was the year we purchased Hemlock and

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Hawthorne Suites from our affiliate, University Properties, Inc. It was a strategic decision that really, it was a sound financial decision because it makes the debt more affordable because we're able to get a better interest rate. So for this measure PASSHE does not have a recommended number for it, but KPMG recommends for institutions of higher education a 1.1 ratio and last year we were at 1.3. This year we are at 1.2, which is still relatively flat.

- Susan Dillmuth-Miller: I'll put this on the agenda for December so that we can discuss any questions about the budget at that time. If there's any announcements, please email them to me and I will send them out to senate. I'd like to adjourn the meeting, thank you, everyone, for attending.

11) Announcements: Please email announcements to Susan Dillmuth-Miller for dispersal to the senate.

12) Adjournment @ 5:00

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