

**East Stroudsburg University  
Council of Trustees Minutes  
February 25, 2021  
Via Zoom**

1. **Call to Order:** The regular meeting of the East Stroudsburg University Council of Trustees was called to order at 4:33 p.m. by Chair Pat Ross.

2. **Roll Call:** Completed by the Recording Secretary Marcy L. Cetnar, the following members were present:

Mr. Frank Epifano	Ms. Tameko Patterson	Mr. Pat Ross
Mr. Thomas Grayuski	Mr. John Pekarovsky III	Mr. Paul Shemansky
Mr. Marcus Lingenfelter	Mr. Albert Rivera	

The following members were not present:

Mr. Edward Abraham	Mr. Bruno Klaus	Ms. Tina Nixon
--------------------	-----------------	----------------

3. **Public Comment:**

No Public Comments

4. **Approval of Minutes:**

**Trustee Grayuski made a motion to approve the minutes from the December 10, 2020 meeting; Trustee Rivera seconded; roll call vote, no abstentions. The motion carried.**

5. **President's Report:**

Good Afternoon, the Spring 2021 semester started on January 19th as original scheduled, which is somewhat difference from several other universities, including some of the PASSHE institutions, who pushed the start of their spring to allow any uptick of COVID-19 due holiday gatherings to dissipate. Like the Fall semester most of our courses are being offered on-line, but for the Spring we more than doubled the number of face-to-face courses offered; with most of them being offered by the College of Health Science. Current enrollment for the semester is down approximately 11% from last year. This decline will put additional strain on an already challenging financial situation. The number of students permitted to live on-campus this semester was also increased, we had availability for nearly 800 students to reside on-campus under our updated COVID-19 protocols which called for single room occupancy in residence halls with private bathrooms. Residing on-campus was only made available to student taking face to face courses, student-athletes and student enrolled in practicum or student teaching courses. Of the nearly 800 students eligible, approximately 300 choose to live on-campus; with estimated 300-400 students living in off-campus in rental housing. Upon return to campus for the Spring, all students residing in residence halls or participating in participating in athletics or other non-essential course related activities are required to be tested for COVID-19 weekly at no cost to the students. Each test was costing the university \$34.50, but this week we switched to having LVHN at a cost of \$50.00 for asymptomatic testing. Of the nearly 2000 test conducted this semester we have a roughly 1% positivity rate, this compares to a State positivity rate of 8.6% and a County rate of 11.2%.

Of the 22 Intercollegiate Athletic sports, 21 are actively engaged in some form of activity as permitted by the NCAA. All Spring sports are considered low risk under NCAA COVID-19 protocols. Spring sport will resume intercollegiate competition. The PSAC is in the process of finalizing COVID-19 protocols and schedule for competition.

Despite being primarily remote, the Division of Campus Life and Inclusive Excellence have been very busy developing and providing activities to engage students both on-campus and those remote. One of the major areas of emphasis has been in advancing our diversity, equity and inclusion initiatives. Under the subject of diversity, the university has

been working with the Office of the Chancellor to address concerns expressed by Senator Art Haywood. Specifically, Senator Haywood has asked State System universities to address: End Racial Harassment and Speech; Nurture and Retain Student of Color; Organize Incident Reporting System; Unveil Mandatory Diversity Training; Generate Mental Health Resources; Hire Faculty and Staff of Color. Interestingly, all of the primary areas of focus by the Senator are areas the university has focused on over the past 3-5 years. This includes, the refocusing of the VP of Campus Life position to include diversity; the creation of a AVP for diversity and equity; the addition of an additional position in the Multicultural Center; targeted initiatives to increase faculty and staff diversity; diversity training for faculty, staff and students; and modifications to our incident reporting process. Even though much work has been done in this area, we recognize that more work is needed and we look forward to working with anyone that is will to assist.

The university administration is also addressing Student Conduct issues in the areas of social equity. As we work through these issues, we will look for opportunities for improvement.

We are planning ceremonies to recognize Spring, August, December 2020 graduates. The ceremonies will look different due to social distancing but our goal is to recognize the students that will attend. Planning for outside ceremonies in Eiler-Martin Stadium. Thank you to the commencement committee and ACT, Nancy, and student government representative Will Green that have been involved with sharing feedback. We are going to need everyone's help to make these ceremonies happen since we are looking at a larger number than normal.

Chancellor Greenstein will conduct a Virtual Visit March 29, 2021, the schedule for his visit is being finalized.

And finally, fall 2021 planning, we continue to plan for return of students in the Fall. The past year feels like the movie Groundhog Day, we are all looking forward to the days when we can grab something to eat in the Student Union, watching a basketball in person in the fieldhouse, or simply open a door without looking like a contortionist. That concludes my report.

#### **Chair's Report:**

Trustee Ross received a thank you from the staff and President for their Christmas gifts and were very appreciative of their thoughtful gifts.

#### **6. Secretary's Report:**

None

#### **7. Committee Reports**

##### **A. Campus Environment Committee:**

Trustee Ross reported on the presentation provided by Ms. Karen Lucas and Dr. Brenda Friday on an integrated marketing strategy to generate awareness and consideration of ESU among key new undergraduate targets including graduating high school students and community college transfer students to assist in achieving FY21/22 enrollment goals. Dr. Jennifer Young, Associate Professor, Director of Counseling & Psychological Services presented "Stress in America, Impact of our Warrior Community."

Dr. Santiago Solis, Vice President of Campus Life and Inclusive Excellence, provided an update on the Land Acknowledgement Statement Committee in collaboration with the Delaware Tribe of Oklahoma are working on initiative for an ESU Land Acknowledgement Webpage, Development of scholarship for Indigenous Students, Tammany Day 2021, Native American Heritage Programming, POWWOW Planning Committee, and changed Columbus Day to Fall Break Day.

Dr. Gary Gray provided and athletics update for spring sports indicating 21 of 22 sports are actively participating this semester. In accordance with CDC guidelines, 15% of seating capacity are permitted to attend masked and socially distanced.

Trustee Ross also indicated President Long met with Senator Art Haywood, Montgomery County, who has been working with the State System institutions on his campaign “Fix the 6”. During their meeting they discussed the point and outlined what the University is doing in the areas and will have a follow-up meeting in the near future. The University will press forward on these initiatives not only to satisfy Senator Haywood but also for the benefit of the entire campus community in the terms of diversity on our campus.

#### B. Strategic Initiatives Committee:

Trustee Ross reported Dr. William Bajor and Dr. Shala Davis presented an update on the success of the Doctoral of Health Sciences. Halfway through Cohort 1 which has a current enrollment of 20 and Cohort 2 will begin in Fall 2021 with recruitment in full force. Goal is 22-24 and have already made 11 admission offers. Trustee Grayuski expressed this is a classic example of a team effort and an extraordinary impact on the local healthcare community.

Provost Joanne Bruno and Dr. Robert Smith presented a retention presentation “Retention: Shaping Student Success 2021 and Beyond.” Recruitment efforts are aligned with Comprehension Planning Process and the three main points; recruitment, retention, and diversity. Strategically growing and shaping enrollment through admissions, financial aid, new scholarships, registrar’s office, and key partnerships. Another recruitment initiative and planned strategic action is to enhance the diversity of faculty and staff, emphasizing the need for diversity in all searches by recruiting diverse faculty through professional organizations or networks, and reinstating the Frederick Douglas Scholar Program to assist in recruiting and retaining underrepresented faculty.

Mary Frances Postupack, Vice President of Economic Development & Entrepreneurship provided an update of her division. Components of ED&E included Career and Workforce Development, Entrepreneurial Leadership Center, Business Accelerator, Conference Services, Schisler Museum and McMunn Planetarium, Center for Research and economic Development (501c3), The Dr. Jane Huffman Wildlife Genetics Institute, and Advancement Managed by ESU Foundation. Events established through ED&E include the ESU Annual Outlook Summit, President’s Distinguished Entrepreneur Speaker Series, and Pick-up the Poconos.

#### C. Finance Committee:

Trustee Ross reported on the following action items:

- (1) The Committee reviewed the Cash Disbursement Reports for December 1, 2020 through January 31, 2021, and found that all were handled appropriately and were in order. All questions and concerns were answered satisfactorily. **Trustee Grayuski made a motion for the approval of the Cash Disbursement Reports for December 1, 2020 through January 31, 2021; Trustee Shemansky seconded; roll call vote, no abstentions. The motion carried.**
- (2) The Committee reviewed the listing of non-bid purchases made under authority of Act 57 from November 17, 2020 through January 15, 2021, and found that all were handled appropriately and were in order. All questions and concerns were answered satisfactorily. **Trustee Grayuski made a motion to approve the Act 57 purchases report from November 17, 2020 through January 15, 2021; Trustee Patterson seconded; roll call vote, no abstentions. The motion carried.**

Additional facilities informational items included a presentation and update on the Keystone Project, Facilities Project Status Review, and Report of Notice to Proceed on Construction Contracts. All questions and concerns were answered satisfactorily.

Mr. Richard Santoro, Director of ESU Foundation provided an update on fundraising priorities which included total fundraising, Warrior Fund (unrestricted), Alumni participation, and scholarships which are ongoing. Updates on the campaigns for the Simulation Lab for Nursing and Athletic Training, Esports, Football Locker Room, and Soccer Stadium were also provided. The Annual Scholarship Dinner will not be held in person this year but there will be a virtual celebration on April 21, 2021 at 6:00 pm. Director of

Alumni Engagement, Dr. Leon John will be leaving ESU and going to Cedar Crest College as the Director of Diversity and Inclusion.

Ms. Karen Lucas, Vice President of Enrollment Management and Dr. Robert Smith, Director of OIEPA provided an update on enrollment and the challenges the university is facing. Enrollment is down and there has also been a drop in the retention rate with much of the pandemic hitting hard. Admissions is focusing on new scholarships, first generation students, and the Pocono region.

**9. Old Business:**

None

**10. New Business:**

- A. Trustee Ross presented the Nominating Committee for the 2021-2022 Trustee Elections as follows; Trustee Epifano, Trustee Patterson, and Trustee Shemansky. The Nominating Committee will bring a slate of nominees before the board at the next meeting scheduled for April 29, 2021.
- B. Trustee Ross read the following statement from the Presidential Search Committee:
- As we all know, we continue to be in unprecedented times due to the impacts of the pandemic. Although the search for the next ESU president is continuing at a slower pace than we all wanted, today I wanted to share another update with our campus community. First, our search continues. However, there seems to be some misinformation circulating regarding the reason why the search was slowed. Our adjustment in pace is NOT related to System Redesign or potential university integrations elsewhere in the System. Please let me reassure you, along with the full support of the search committee and Chancellor Greenstein, the decision for adjusting the pace of the search has nothing to do with System Integration. As I shared during our virtual open forum on December 15, 2020, this timeline modification is solely a response to the COVID-19 pandemic. Our committee continues to believe that, in the spirit of shared governance and true stakeholder input, the only way to properly interview the candidates is to actually have them come to campus and meet our students, faculty, staff, and community members. As we all know, at this point in time, we cannot give the candidates or our campus constituents the necessary interaction to ensure we get this right. We, as a campus community, need to show what ESU has to offer and the candidates need to do the same with us. Unfortunately, a virtual experience is not going to get us there with complete confidence. As many of you that have been part of search committees in the past know, the candidates must be immersed with us as much as we are with them during their visits but we must do it safely. Remember that we need to showcase our vibrant campus as well to truly understand who our candidates really are. Fit matters. Given the unknowns we are facing, the search committee agreed to adjust the search timeline into the fall as the new school year begins. With ESU's intent and commitment to bring students back to campus for face-to-face classes this fall, we are confident that we can complete the search process and recommend the successful candidates to the Chancellor and Board of Governors during the upcoming fall semester. Fortunately, Interim President Long's solid leadership, along with his current cabinet, affords our university this luxury of time to get this search completed in the right way. It is our sincere hope that by adjusting this timeline, all of the constituents that need to be part of the search process will have the fullest opportunity to do so and be involved in the process to select our new president. Barring any unforeseen circumstances that this pandemic may bring, our search committee and Chancellor Greenstein are committed to this updated timeline. I would like to thank the search committee that continues to be dedicated to the process by devoting an incredible amount of time to this search thus far. They all agree that with the beginning of the fall semester, we will return to a more dynamic campus, and that will translate into a better opportunity for the candidates to come to campus and see the beauty, energy, collaboration and innovative community that is ESU. Of course, all of that will showcase our Warrior Pride.

**12. Adjournment:**

Trustee Ross called for Executive Session at 5:09 pm to discuss personnel issues and attendees to include the Trustees, Interim President, Provost Joanne Bruno, and Chief of Staff Miguel Barbosa. Trustee Ross indicated those in attendance can stay on the current Zoom as they conduct executive business on a separate zoom session.

Trustee Ross adjourned Executive Session and returned to regular session at 5:24 pm via zoom. Trustee Ross adjourned the regular session meeting at 5:25 pm.

Respectfully submitted,

Paul Shemansky  
Council Secretary

Recording Secretary: Marcy L. Cetnar