

# University Senate –February 3, 2025



## University Senate Meeting Minutes

February 3, 2025

3:00 - 5:00 p.m.

Virtual via Zoom

### **IN ATTENDANCE:**

Mary Amador-Rosario, Margaret Ball, Miguel Barbosa, Nurum Begum, Gregory Boyce, Christopher Brooks, William Broun, Donna Bulzoni, Domenico Cavaiuolo, Marguerite Carver, Kevin Casebolt, Jeyaprakash Chelladurai, Laurene Clossey, Robet Cohen, Deena Dailey, Susan Dillmuth-Miller, Caroline DiPippi-Hoy, Darla Drummond, Nieves Gruneiro-Roadcap, Jan Hoffman, Lorna Hunter, Youngwook Ju, Kiondre Kenner, Heon Kim, Thomas Kish, Brooke Langan, Kenneth Long, Nahiry Lora, Andrea McClanahan, Jamire Parker, Mary Frances Postupack, Elaine Rodriguez, Melinda Rosen, Michael Sachs, Elizabeth Scott, Jennie Smith, Robert Smith, Brandon Snyder, Santiago Solis, Krissy Sprankle, Brian Street, Keith Vanic, Kelly Varcoe, Bethanie Watson, Holly Wells, Sylvester Williams, R. Samantha Williams, Shiqi Zhang, Xuemao Zhang

### **ABSENT:**

Oliana Cole, Donna Marie Cole-Malott, Nick D'Angelo, Johan Eliasson, Nakeem Facey, James Galdieri, Melissa Geiger, Damali Jackson, Chris Kavanau, Margaret Mullen, Michael Nichols, Richard Otto, Daisy Wang, Shawn Watkins, Lanxi Xu, Xiaochen Zhou

- 1) Roll Call
- 2) Review of December 2024 Minutes
  - a. Minutes approved by general consent
- 3) University President's Report
  - a. No formal report
  - b. Reiterate the message that was sent out on Friday 1/31. ESU is still who we value to be, a community where everyone is valued and important and a member of this community. Our values will not change and exist for the purpose of staying true to ourselves and true to what we mean to the community. Continue to uphold the principles of intellectual integrity for freedom of expression, equitable and fair treatment for all responsible citizens, environmental stewards and accountability both to our actions and to our resources. We cannot control all, but what we can control is how we interact with one another.
  - c. Also reiterate concerns that were expressed by many of our students and faculty related to finances and financial aid. Financial aid has not changed for our students, grant funding, as of right now, has not changed.
- 4) Fix the Agenda
  - a. Provost Ball has asked that the presentation by Santiago Solis and Karen Danna be delayed due to changes within that committee. This presentation has been postponed.

# University Senate –February 3, 2025

- b. The discussion concerning parking has been postponed until the March meeting because Frank Gay was unable to attend February meeting.
    - i. President Long: The first couple weeks of the semester are always difficult for parking. There is a parking committee that discusses concerns regarding parking on campus. Parking, as an issue on campus, should slow down soon.
    - ii. University Senate President Dillmuth-Miller: Frank Gay invited anyone who was interested to attend the parking meeting occurring Friday February 7<sup>th</sup> at 2:00PM. Anyone interested can email for the zoom link.
  - c. Agenda changes approved by general consent
- 5) Committee reports- Status updates
- a. Executive Committee
    - i. Met and finalized the agenda
    - ii. Went over the senate absence policy. Will reach out to the department or who the senator is representing if the senator misses more than three meetings. Senators (ex-officio) can appoint someone to come to the meeting and to vote for them if they are unable to attend. For elected positions, Rules & Bylaws will be discussing how that policy will work.
      - 1. Question concerning sabbatical/leave and if the department chairperson can choose a replacement for that period of time.
        - a. Rules & Bylaws will be looking into this as well
        - b. We have, in the past, allowed someone to attend in someone's place if they are teaching a class at a conflicting time for senate meetings.
      - 2. University Senate President Dillmuth-Miller: anyone in an ex-officio position can designate someone to attend the meeting for them. Please just announce who you are representing.
    - iii. Final senate meeting will take place in person in Beers on April 7<sup>th</sup>.
      - 1. Will be putting together a social after the meeting to possibly take place at Trackside. More information will be announced as we get closer to that date.
  - b. Academic Affairs
    - i. Have not met yet, will meet this month.
  - c. Rules & Bylaws
    - i. Have not met yet, will have a meeting this semester.
  - d. Budget, Finance, and Planning
    - i. Gregory Boyce: Committee did not meet in January, last meeting was in December.
    - ii. Donna Bulzoni: Will have more to present at the next meeting in March concerning tuition extension policy as well as an update from the Green Initiative Committee regarding EV charging stations on campus.
  - e. Campus Life & Inclusive Excellence Committee
    - i. Will be meeting later in February and report at the next senate meeting in March.
  - f. Research
    - i. Did not have meeting, will be calling one soon.
- 6) Student Government Association Report- Report by President Krissy Sprinkle

# University Senate –February 3, 2025

- a. The teddy bear drive was successful and the presented many toys to many children.
  - b. Club/organization budgets were due Friday January 31<sup>st</sup>. If budgets were not turned in the club will be subject to late penalties.
  - c. Involvement Fair will happen February 4<sup>th</sup> and 6<sup>th</sup> from 2-4pm in Sci Tech, more than 100 clubs will be coming between the two days.
  - d. In response to executive orders by President Trump, SGA will be putting together an information session to help students with their questions in an accessible and accurate way. This will be happening in mid February.
  - e. SAA is hosting Dancing with the Stars- Warrior Edition. Looking for faculty and staff to pair up with members of the contemporary dance team and compete. If anyone is interested, please let SAA know. Event will be taking place on February 20<sup>th</sup>. Interested faculty and staff can contact Leah, the president of the contemporary dance team at [lshipp@live.esu.edu](mailto:lshipp@live.esu.edu) or Krissy Sprankle at [ksprankle@live.esu.edu](mailto:ksprankle@live.esu.edu).
- 7) Old Business
- a. Academic Affairs: Delay the add/drop withdrawal window by 2 days for shortened sessions (i.e. winter). Waiting for Banner Executive Committee to discuss technical issues with Academic Affairs.
    - i. Provost Ball: Did meet to discuss the topic, we are not able to.
    - ii. Robert Smith: number of technical issues based on deadlines and processes. Extending it two days does not give us the opportunity to get the process completed. Would be extremely difficult to do. Even in a winter term, the class still has to meet 2.230 minutes so we still have to allow for that requirement.
    - iii. Provost Ball: Reminder of roster verification
    - iv. Chris Domanski: in the process of finalizing roster verification. If you haven't seen a student in class, mark them as not attending. This will trigger an investigation into where they are and if they are actually present. If they are just marked as "here" we won't be able to make the checks. Looking to the faculty for the first line of help with this, be as honest as possible with the process.
    - v. Provost Ball: last semester many students who were not here were checked off as here, this doesn't help students.
- 8) New Business
- a. Proposal: Retired distinguished faculty serve as Grand Marshal for graduation ceremonies.
    - i. Andi McClanahan: Please remove the "distinguished" from the proposal. Any faculty member that has given their years to ESU should be eligible. This was happening in 2003 and went until about 2013. Dr. Welsh was asked for the reason for getting rid of this and there was not one provided. We want to go back to honoring faculty who are retiring and who have given their lives to the university.
    - ii. Seconded by Kevin Casebolt
    - iii. Kevin Casebolt: I agree with Andi, this is a great way to honor faculty members and a nice acknowledgement.
    - iv. Discussion surrounding how this would work and who would select the individual. This will have to be discussed and a possible committee formed.

# University Senate –February 3, 2025

- v. President Long with check with Dr. Welsh to see what the reason was for stopping it in the first place.
  - vi. Andi McClanahan: Since the University Senate is a recommending body, this would be Senate recommending to the University President to consider this.
  - vii. Proposal: Retiring/retired faculty serve as Grand Marshal for graduation ceremonies.
    - 1. Passed: 32 for, 8 against
    - 2. Recommendation made to President Long
- 9) Open Discussion
- a. Gardner Subcommittee Work
    - i. Santiago Solis and Karen Danna: Culture of Belonging
      - 1. Presentation postponed
    - ii. Kizzy Morris: Retention Action Team
      - 1. Please see PowerPoint slides for more detailed information
      - 2. If we imagine out 1<sup>st</sup> year students with a population of 100, by the time those 100 students that started are in their second year, we only have 75 of them still with us. As they move toward their third year, we have 60 and so on. If we look at a 4 year degree of the 100 that started with us, only 25 are able to complete their degree in 4 years. This committee examined some of the things that we're doing to help students to persist and to retain them at a better rate as they complete their degree program.
      - 3. The committee problem statement was, how can we better identify factors that impede student success and then be able to deploy support strategically to help those students.
      - 4. Committee had 4 goals:
        - a. Develop a coordinated support plan for at risk students
        - b. Leverage current systems and resources
        - c. Increase fall to spring progression
        - d. Increase fall to fall retention
      - 5. Bill Broun: Why is the number of success coaches so small given the desperate need? From a teaching standpoint, when classes find a way to build a social aspect into the class, it has been amazing how students come alive. Getting them connected to other students is helpful for students.
      - 6. Kizzy Morris: Our students want to feel valued and they want to know that we care and that excites them.
      - 7. Nadie (SGA): Sometimes students feel they don't have the correct resources or that people want to help them.
      - 8. Domenico Cavaiuolo: Committee has done some impressive work and gathered valuable information that can be worked on.
      - 9. Susan Dillmuth-Miller: You mentioned that you might look at group characteristics and then treat with University support services. I was wondering if you could give an example of that? Let's say incoming

## University Senate –February 3, 2025

- students below a high school GPA of 2.0, perhaps would that support service be mandatory tutoring?
10. Kizzy Morris: That's one of the things we will look at to make some recommendations around. We make recommendations, not necessarily a decision making group. We will look at what can move from being optional to required, if that would help us to better serve our students.
  11. Provost Ball: If a first year student is here and they have a below 2.0 GPA, the reason they are here is because when they were admitted they had a GPA higher than that. So they were an early admit, or their GPA was from their fall semester. We are not admitting students, it is they end up here with that below 2.0.
  12. Jan Hoffman: The student who commented said something really important about students not knowing the resources that were out there. There seems to be a gap between what we do (student resources) and what the students know. How can we make ourselves, in our role, better known to the students?
  13. Amir Parker (SGA): Starts with the setting of the classroom, students would be better at engaging if the setting of the classroom was better.
  14. Jan Hoffman: What does "better" mean?
  15. Amir Parker: The professor being more engaging with the students and getting to know them.
  16. Jan Hoffman: How can success teams help you better, so that you can rely on us more or be more aware of us?
  17. SGA: FYE was helpful, should bring back First Year Experience. Helped to know certain aspects that are available for helping students.
  18. Provost Ball: Do your teachers not talk about tutoring being available in classes?
  19. SGA: Sometimes, typically only mentioned during syllabus week.
  20. Kevin Casebolt: All our syllabi have all the statements with all the services on them. Can't speak for all faculty, but on the first day typically go through all the services. Definitely available for students if they take a look at the class syllabi.
  21. Jan Hoffman: Sounds like there are ways we can help our students more and really understand what students want. Sounds like we have all the information from the Gardner Report. Is there going to be a way that this information could be on the S Drive for us to look at and think through to better tailor everything we do? I'm wondering if I can propose that the Gardner Report information be somewhere to be able to look at it and gain information from it?
  22. Bill Broun: I had asked a question, but I'm not sure if it could still be addressed. Why do we only have 4 success coaches?
  23. Provost Ball: I'm happy to answer that, the only reason we have 4 is because we have a SIP grant strengthening institution, Title 3 grant

## University Senate –February 3, 2025

that gives us 2 additional success coaches that are grant driven. It's budget, what programs are we going to do away with if we are going to have more success coaches because there isn't funding for everything.

24. Donna Bulzoni: As we go through this exercise with how Kizzy and her team have scheduled out all of these various resources and programs, it's going to be interesting to see as they evaluate them what is working and what is not working. Perhaps there should be some type of realignment of funds to things that are really working well.
25. Provost Ball: Yes, and that's part of the discussion of assessment, and it's helping in Middle States as well. We have all these wonderful programs but we don't really know which ones are helping our students the most.
26. Discussion concerning Success Coaches, their pay, and their responsibilities.
27. Jan Hoffman: All universities are struggling with supporting students and developing curriculum to best fit changing needs. This is why the Gardner Report is so important.
28. Provost Ball: We have given the report several times across campus. The report isn't written, what we did was to discuss what could ESU do around these themes. It was coming from ESU, they gave us their reading on the data, which Kizzy just discussed. Then there was a retreat that discussed what ESU could do around these themes.
29. Jan Hoffman: What was the answer?
30. Santiago Solis: That's what Karen and I will present the next time that we meet, so you can understand what the committee focused on. Focus for the committee this semester will be on employees, faculty and staff. Will be making recommendations on how to create a culture of belonging for faculty and staff.
31. Kizzy Morris: Gardner took a look at our own data, they did this analysis for us and then presented the information to us. Their recommendation was for the university to take those findings and create these committees to better understand the data and create plans to help.
32. Provost Ball: Information discussed really influenced the strategic plan.
33. Santiago Solis: Part of the work we are doing this semester is aligning the recommendations with the strategic plan.
34. Nieves Gruneiro: It's not a report, it was an analysis. They analyzed our data and our practices. This is a long term analysis of issues that we have been facing as an institution for a very long time. Giving students agency is an important part, many not even invested in choosing their schedule. This is the onboarding group. Another group examined how to use real time data to capture students that are struggling and help them.

## University Senate –February 3, 2025

35. Susan Dillmuth-Miller: We have had presentations on the Gardner information, I think what Jan is asking is that if the Gardner information can be given to faculty in one spot so that we can have something to look at. Jan Hoffman made the proposal, I'm wondering if we can second that and we could bring it to a vote to put it on the agenda for next meeting.
  - a. Jan Hoffman: I second that Susan
36. Ok, let me bring it to a vote and if we voted on it as a group, and if they majority votes, then it will be on the agenda for the next meeting that a proposal is made for Gardner information to be made available for faculty.
37. Andi McClanahan: May I make the recommendation that it be for faculty and staff?
38. Keith Vanic: Dr. Cohen has been asked for the data output that came from the Gardner Report.
39. Provost Ball: Major change in classroom delivery since the pandemic, much higher expectation from students for delivery in the online modality. We should be careful when talking about students that this is not something they have chosen to not be who they were in 2019. This is showing disrespect to students when we talk about them in this way. Things have changed greatly in the classroom, our classes are not how they were in 2018, expectations have changed both from faculty and students.
40. Jan Hoffman: All due respect, I was asking how to fill the gap, the more we know the more we can help students fill the gap.
41. Susan Dillmuth Miller: Ok, I'm launching a poll. This is to vote to put the proposal on next month's agenda, proposal for the Gardner information and the data and output to be made available for faculty and staff.
  - a. Proposal will be on next months agenda.
42. Susan Dillmuth- Miller: And then there was another recommendation made by a student regarding bringing back FYE. Perhaps that would also be a proposal we would want to put on next month's agenda.
43. Provost Ball: Bringing this up regarding budget and FTE. If we are actually being data drive, how do we know FYE works. We have no actual data to show that it made a difference.
44. Andi McChanahan: Times have changed, perhaps we are dealing with a population that might be more receptive or benefit from it more. Are we the only PASSHE school that doesn't have FYE?
45. Provost Ball: No, this is discussion amongst the provosts. Very few of the schools have shown that FYE is making a difference.
46. President Long: This is not the forum for this lengthy discussion. This should be a side discussion in a separate forum.

## University Senate –February 3, 2025

47. Provost Ball: Everyone has great ideas of programs we can put into place, they all cost money, so what are we going to get rid of? We need to make data driven decisions.
  48. President Long: Provost Ball, can you set up a small group to talk about FYE?
  49. Andi McClanahan: We do still have an FYE committee comprised of faculty that were elected to those positions. We could have them do something.
  50. President Long: We can start with that, need a different forum to have this discussion.
- b. Summer Course Offerings
- i. Concern with summer courses and the reduction in summer course offerings. This is regarding this delaying graduation for students, competition with community classes, etc.
  - ii. Bill Broun: I think it's good to promote summer classes.
  - iii. SGA: We need more major specific summer classes to help students with graduation progression.
  - iv. Andi McClanahan: perhaps this is a discussion for smaller groups. I think we need to have conversations about summer and winter school. We should be offering courses that students cannot get at community colleges.
  - v. Provost Ball: We need to be more careful about what is offered and at what time. This is about a much smaller group having this discussion. This plays into what Chris has been working with concerning all the 4 year plans.
  - vi. Chris Domanski: Agree that we need to have a plan for what we're offering and when we're offering it. We need to plan the courses so that students are able to graduate within a 4 year cycle. Understanding what summer and winter means to ESU is a bigger conversation. For a 4 year plan, you're looking at fall and spring only. We really try not to take something away from somebody being able to progress and graduate. If someone really needs a class to graduate, we do everything in our power to keep it on the schedule.
  - vii. Susan Dillmuth-Miller: In Executive Board, Keith Vanic mentioned that we need stand out classes and how to best compete with community colleges. How we market classes matters and who we are attracting.
  - viii. Chris Brooks: One thing I've noticed with my general education courses that I offer in the summer is that I will often get an email from an academic advisor at another university questioning what the course is. Some schools don't accept community college credit because their admission standards are higher than ours. There might be an opportunity to make sure we have the requisite numbers to make it financially viable depending on who we market the courses to.
  - ix. Provost Ball: We did invite Devin Feighan to talk about how to develop summer and winter courses.
  - x. Devin Feighan: Takes a lot of planning and course design. Really have to map the course out ahead of time. One of the biggest steps is evaluating how long it takes students to complete things. Also need to think about how the



# University Senate –February 3, 2025

course is delivered and how feedback is given to students. Important to lay things out ahead of time and do curriculum mapping.

1. Rae Hirst is our new e-learning specialist. Very strong in artificial intelligence, so if you see some things popping up in your email, please participate.
- xi. Questions concerning student support services and how they connect to AI and D2L.
  1. A lot of support built into D2L around tutoring and success. There is a self-enrolled D2L course that already exists to provide students with skills and training.
- xii. Keith Vanic: Might have a broader discussion at the academic affairs level concerning course sharing across the Commonwealth. Putting our best foot forward is very important so that students want to take courses at ESU.

## 10) Announcements

- a. Nieves Gruneiro: Dr. James Grossman is coming to campus tomorrow (2/4) there are two open sessions regarding general education and the impact of general education.
- b. Provost Ball: ESU's musical "Ride the Cyclone" is opening next week on the 13<sup>th</sup> until the 16<sup>th</sup>.
  - i. We are seeing positive things from the work we are doing. We don't want to stop this work, our retention is improving. Fall 2023 we had 80% of our students with a C or better. In spring 2024 we had 81% of students with a C or better. In fall 2024, we had 84% with a C or better. May seem like small numbers, but these are improvements. Reached out to Ken Mash and he said he would be happy to meet with us and go over the data. We have tried to be as transparent as possible.

## 11) Adjournment @ 4.55pm