

## UNIVERSITY SENATE MINUTES

<http://www.kutztown.edu/about-ku/administration/university-senate.htm>

November 5, 2020

4:00-6:00 P.M.

ZOOM

**Present:** Martha Anderson, Philip Collin Bolger, Ryan Bowers, Mario Cardozo, John Carelli, Janice Chernekoff, John Conahan, Frances Cortez-Funk, Cara Cotellese, Richard Courtney, Agostino D'Ancona, Kelli Deiaco, Anne DeLong, Summer Doll-Myers, Michael Gabriel, Jason Garcia, Jennifer Gehringer, Christopher Habeck, Kenneth Hawkinson Loriann Irving, Joseph Jedwab, Mauricia John, Deryl Johnson, Joni Klopp, Erin Kraal, Steve Lem, Padraig McLoughlin, Amy Pfeiler-Wunder, Robert Portada Christine Price, Paul Quinn, Shawn Riley, Angelo Rodriguez, Wendy Rogers, Rick Salafia, Jennifer Schlegel, Douglas Scott, Michelle Sims, George Sirkakos, Daniel Stafford, Ceyhun Sunsay, Michelle Vaughn, Andrew Vogel, Jenny Wallace, Tony Wong, Lindsey Yurchak, Anne Zayaitz

**Absent:** Daniel Immel, Marci Scheuing, Daniel Spiegel, Veronique Vlaun, Carole Wells, Gwendolyn Yoppolo

**Guests:** Anne Carroll, Matt Delaney, Jacklyn Downing, Diana Ebersole, Kenneth Ehrensall, Joshua Hilbert, Sue Kong, Lisa Kowalski, Jim Ludlow, Susan Mangold, Krista Prock, Karen Rauch, Bryan Salvatore, Bradley Shope, Patricia Walsh-Coates

### I. Call to order

S. Lem calls the meeting to order at 4:00 PM

### II. Announcements

#### 1. S. Lem welcomes Mr. Jim Ludlow from the Council of Trustees (COT).

J. Ludlow:

- Thank you for the opportunity to attend the meeting.
- Objectives: increase engagement while staying within the guidelines.
- The more COT knows, the more assistance can be provided. COT is actively trying to learn.
- COTs' network is considerable outside the community (press, media, senators) useful connections can be made to assist with resumes, internships, interviews, hiring of students. COT wants to assist collectively.
- COT is proud of KU, thank you for the opportunity; hopefully we can meet more often.

#### 2. Bookstore Update – J. Downing

- There is a \$615,285 estimated savings to students for AY 2019-2020: this includes course material savings from used print, rental, and sellback
- There is a total of \$649,919 in contributions from KUSSI for the AY 2019-2020 (this is in addition to the savings above)

- Virtual Shelf automatically creates a custom cart of each student’s required course materials at the lowest priced options offered in the bookstore. This dynamic app adapts for all course schedule changes, it increases accuracy, saves students time and is free to all students
- In spring 2020 the bookstore faced challenges such as students leaving for spring break who expected to return, course materials left in dorms and shared books becoming inaccessible. To remedy this, the bookstore partnered with e-book providers and publishers to extend free e-book access throughout the end of spring 20’ semester.
- KU faced a number of challenges in spring 2020, due to marketplace shortages of hard copy printed materials, delayed shipping across the US and unknown ability to fulfill orders during pandemic
- Inclusive Access (IA) provided day 1 access with a 2 week opt-out period to stay on schedule (even if students chose to source materials elsewhere)
- There are now 317 courses with day one access to IA materials and 208 participating faculty.
- 13, 275 students now have day one access to IA materials with a 92.5% student participation rate.
- There has been \$143, 211 in savings compared to e-book purchase and \$785, 791 in savings compared to new print purchase in fall 2020. This can be compared to \$125, 367 savings in spring 2020.
- There is a new D2L course for participating faculty which includes docs, videos, FAQ’s and how-to sheets.
- There is continued investment in OER & library partnership
- Faculty can specify their interest in Inclusive Access when adoptions are submitted; the bookstore can also evaluate affordability.
- Ultimately, timely adoptions save students money

### 3. Women’s Center and LGBTQ+ Resource Center Update – C. Price

- The Center provides summer orientation sessions, a Campus Pride Index, a library with over 1500 resources, discussion groups and safe space training.
- Women’s resources and services are also available: Equal-Tea Talks, Safe Berks Campus Advocate, a library with over 1000 resources, it’s on us grants and chapter, classroom presentations and discussion groups.
- During the pandemic the Center provides:
  - Center safety protocol, reduced social behaviors,
  - Virtual office hours, meetings after hours
  - Virtual discussion groups, events
  - Virtual club advisement and meetings
  - Electronic newsletters, potty paper
  - Reliance on social media for student outreach- Instagram, discord, group me
  - Increased collaborative opportunities
- Inclusion work includes: Let’s Talk sessions, increase visible support of intersections, collaborative programming with MCC, training initiatives,

inclusion Center Committee Social media campaigns- anti-racism, lgbtq history, and TDOR, women of color in history

- The Center also does collaboration such as LGBTQ+ Parent session, work with the LGBT center of Greater Reading, New Student Programs- it's on us, freshmen program, Admissions- LGBT night, tour guide training, Out at KU, Voting series- faculty, Bias Response Task Force, PrideFest event- SGB, RHA, NAMI, FOR, MCC and HerCampus- series on Coming Out Day
- Additional information on the center can be found on Instagram, Discord server, Allies and Facebook.

### **III. Approval of the Minutes from October 1, 2020**

S. Lem asks for a motion to approve the minutes from the October's meeting. A. D'Ancona moves, M. Gabriel seconds; all in favor.

### **IV. Reports**

#### **1. Senate President – S. Lem**

First, I want to thank you for your work this semester. As we continually face unprecedented challenges, I know we have had to make some contentious and difficult decisions. Although the “best” answer is rarely obvious, I am confident that our deliberations and choices are in the interests of our students and the future of KU.

Still, the pandemic and PASSHE redesign continue to threaten our identity and educational mission, and, although they are two distinct forces, they have become increasingly intertwined. Along with its devastating impact on public health, the pandemic has exacerbated the financial challenges across the state system, and the Chancellor has used the crisis to accelerate the redesign timeline from five years down to three.

The current plan calls for the consolidation of six sister institutions into two: California-Clarion, Edinboro and Bloomsburg-Lock Haven-Mansfield. According to the plan, each integration would operate as a single entity with a single leadership and faculty. Whether the Chancellor will eventually be able to claim that the “ends justify the means”, there is currently no doubt that these actions will lead to the massive faculty, staff, and administrative layoffs, student displacement, and devastating effects on campus communities.

In addition to system redesign, IUP has responded to its financial challenges by announcing a unilateral reorganization plan that calls for massive program elimination and consolidation; news reports point to the discontinuation of 43 academic programs and as many as 120 faculty retrenchments. KU, along with IUP, California, Lock Haven, and Shippensburg, are considered “financially unstable” by PASSHE.

Much like the fall semester, we are faced with the difficulty of balancing public health against these financial challenges, and the current plan for the spring is to operate using the same protocols that are currently in place. Some key points include:

- “Spring break” has been modified. Given concerns about students traveling and returning to campus over the traditional week-long period, the non-instructional days have now been spaced throughout the semester.
- The current expectation is that flexible work accommodations will be carry-forward to next semester. KU is currently awaiting PASSHE legal guidance on this matter.
- EMT is aware of the concerns about underreporting of confirmed coronavirus cases. The rumors and anecdotes suggest that students may be averse to testing, due to the self-quarantine requirement and/or experience while in quarantine. The Health Center is exploring the possibility of acquiring and using the “rapid test”, which would reduce the need for students to quarantine while awaiting test results. EMT is discussing ways to improve the student experience for those with confirmed coronavirus in quarantine.

In response to the Chancellor’s usage of the faculty-student ratio as a metric of a university’s financial sustainability, Senate Exec. and APSCUF have been discussing strategies to evaluate and hopefully influence that narrative. Specifically, the tentative plan is to collaborate on a data analysis that allows us to re-evaluate KU’s faculty-student ratio, given changes to program offerings over the last decade, that produces a more valid apples-to-apples comparison than the Chancellor’s raw approach to the numbers.

KU’s Council of Trustees, under the leadership of Mr. Jim Ludlow, has affirmed its support of KU’s mission during these troubling times and will hopefully be able to play a more active role in assisting the university. To that end, Senate Exec. was invited to meet with the Council of Trustees last month, and we are looking forward to a collaborative and productive relationship moving forward.

## 2. Senate Vice President – T. Wong

The Committee on Committees made the following recommendations in filling the vacant positions on the governance committees:

- 1) Enrollment Management Committee: College of Visual and Performing Arts Representative (Sabbatical replacement for Spring 2021 – Michael Covello (Art))
- 2) Bylaws of the Graduate Exceptions Committee: Reflect the merge of Counselor Education and Student Affairs

The recommendations were approved unanimously.

## 3. Senate Secretary – M. John

University Senate Representatives (starting Spring 2021)  
Senators will be elected at our December’s meeting

- Center for the Enhancement of Teaching – 2 years

- Space Allocation Committee – 2 years
- Enrollment Management Committee: University Senate Representative (Sabbatical replacement Spring 2021)

Committees:

Nominations: Nov. 9<sup>th</sup> to Nov. 20<sup>th</sup>; Elections: Nov. 30<sup>th</sup> to Dec. 11<sup>th</sup>

- Strategic Planning & Resources Committee: Non-Teaching Faculty representative – 3 years (retirement replacement)
- Strategic Planning & Resources Committee: LAS representative (spring sabbatical replacement)

4. University President – K. Hawkinson

- Acknowledges Jim Ludlow and expresses thanks
- 2016 student cohort attained the highest graduation rate in recorded history from 37% to 42%. This is the first time KU has passed the 40% threshold
- Retention rates increased this year by nearly three points and persistence rate increased by 1.5 points. These increases speak to the preparedness of our students and success of our faculty and staff who provide the support needed to retain students.
- A plan was announced on how KU will be conducted in spring 2021; the model is similar to what is in place this semester. KU will reopen 01/19/20, extended travel is discouraged during the pandemic - this is being done at many other universities nationwide.
- There will be no weeklong spring break; instead there will be days distributed throughout the semester where classes are not held. Finals will be held the week of May 3<sup>rd</sup> and the semester will end on May 8<sup>th</sup>. This will allow us to meet the PASSHE requirement of having 70 class meetings during the semester.
- The directive is in policy 2002-04-A academic calendar Board of Governors policies which states that academic calendars will deliver the equivalent of 70 instructional days during the fall and spring semesters, final exams are one additional week up to five days each semester.
- With regard to the days without classes, the intent is to give both faculty and students time to rest, get caught up, or engage in other activities of their choice. Faculty are encouraged not to assign schoolwork on these days, not to hold office hours and to avoid having meetings on these days off. Offices will remain open during these days as they do during normal spring break.
- Emergency Management team is currently working on updating the spring semester pandemic plan; further details will be shared before the Thanksgiving break.
- After 36 years of dedicated service to KU as a professor, Associate Dean, Dean and for the last five years the Provost and Academic Vice President, Dr. Anne Zayaitz has announced her retirement, a press release is going out right now. Thank you Dr. Zayaitz for your outstanding career of dedicated service to KU, tireless work ethic, commitment and devotion to your position and a passion to serve the university community. Dr. Zayaitz has always put students first and her

love and dedication for KU will not end with retirement. Thank you.

A. Zayaitz: Thank you, it has been an honor and privilege to spend my career at KU, I have had the wonderful opportunity to work with some of the most remarkable people in the world and to see students achieve their dreams way beyond what they ever imagined. This is because of faculty and the staff at this university. Thank you and keep doing what you are doing. I look forward to the good things in the future from KU.

S. Lem: Congratulations to Dr. Zayaitz on your upcoming retirement.

#### 5. University Provost – A. Zayaitz

- Thank you to everyone for their work this semester, for supporting students and each other. It is a community effort so many thanks.
- Next Thursday November 12<sup>th</sup> the Middle States small team will be here at KU for a second monitoring report. On 11/13 they will give a presentation in webinar format on their report about the university.
- Chambliss student awards: we were not able to have this ceremony in spring. These students should be celebrated, since all these students are now alumni (with jobs or in graduate school) we will conduct mini ceremonies. For spring, the intention would be to do a ceremony in virtual format.
- Departments are encouraged to participate in the admissions November major sessions towards the end of the month. Face-to-face open house will be held on 11/14, however the number of students and family members is limited due to Covid. The alternative is to have some opportunity for family and students to speak with faculty, so admissions has scheduled some events. Please consider attending.

T. Wong: Do faculty members still have access to the classroom after Thanksgiving when we switch to virtual?

A. Zayaitz: Yes, faculty will have access to the classrooms, offices will remain open; some with abbreviated hours.

P. Quinn: Is there any consideration in the event we get a vaccine, maybe things will be better, so perhaps the idea of hosting a live graduation in the spring?

K. Hawkinson: Right now, we are planning for a live commencement ceremony in May, but the final decision will be made in March so you will know a couple of months in advance.

#### 6. Student Government Board – A. D’Ancona

##### *SGB Updates*

1. SGB took a group trip to Grims Orchard a couple of weeks ago
2. SGB Eboard and other student leaders met with Chancellor Greenstein Oct. 31st
  - SGB discussed the integration of universities within the state system—specifically what administration structures would look like

- SGA structures for 3 combined campuses and ensuring student voices are heard
  - Autonomy over SAF, Act 188 amended by Act 50
  - Recruitment strategies to combat the changing demographics of students going to college
3. SGB Student Affairs committee Fall Fest was moved to tomorrow from last week due to weather—3-6 on DMZ
  4. SGB COE representatives Dictionary’s for our education students to have in the class when with professors
  5. LAS Representatives are working with commuter students and the transfer of credits for that student population
  6. Diversity Council Plans to have a microaggression panel
  7. SGB plans to set up a chipotle fundraiser for November 7th between 5pm-9pm
  8. SGBs budget process is underway and received all gold status budget request
  9. SGB Guests: Matt Delaney gave a university budget update, our VP of Enrollment management Dr. Hilton, Institutional Research Natalie Cartwright, Admissions Director Krista Evans, Student Trustee Marshae Batchelor all gave reports
  10. Mid-year elections
  11. Information meeting during week 11
    - Week 12 will begin week-long nominations
    - Elections begin week 13; winners will be announced prior to Thanksgiving break
    - New treasurer will be elected—current one graduates this winter
  12. College First Generation initiative November 9<sup>th</sup> in front of the library
    - i. Dr. Hawkinson, COB Associate Dean Dr. Brookins and COE Associate Dean Dr. Pokorny-Golden will be present
  13. “Gimme a Break initiative”
    - a. This year, due to the effects of COVID-19, Spring Break has been divided into five separate dates. Students will no longer have the same opportunities for Spring Break, given the current circumstances. To give our community the chance to mentally decompress, I propose a series of wellness events for students, staff, faculty, and the wider university community. The current health crisis has imposed an even greater assault on our mental health. This large-scale event promotes mental well-being through fun, relaxing experiences that focus on techniques to encourage self-care. The goal of each experience is to encourage acceptance of mindfulness, awareness, relaxation and understanding of the need for self-care by inviting practitioners from diverse backgrounds. This event will feature different practices for de-stressing, self-care, mindfulness, and overall wellbeing.

## *BSGP Updates*

- October 14th and 15th BOG met, discussed and moved forward the plans for integrations for Cal U, Clarion, & Edinboro (western) to transition to more of an online platform—Bloomsburg will essentially absorb Lock Haven and Mansfield (eastern) will begin to tailor towards traditional workforce-aligned, nondegree, certificate and stackable credentialing programs
- BSGP met with the Chancellor directly after the Oct. 15th meeting
- BSGP plans to work with PASSHE and the Chancellor's office more closely as these plans develop to help keep students informed and keep the integration process transparent. BSGP will also assist with the development of the best SGA structures to ensure students at these integrated campuses
- Virtual advocacy events will be held for all SGAs across PASSHE to participate in.

E. Kraal: Will clubs keep their gold status if they are not able to use funds in the coming year?

A. D'Ancona: Correct, clubs will not be penalized.

### 7. Assessment Office – K. Prock

- Thank you everyone for moving forward with assessment in the midst of all the changes. Thank you to the Deans for writing the college level assessment reports.
- The University Academic Assessment report is in progress and will be circulated soon
- Next deadline is a mid-year update: programs are asked to provide updates on assessment plans or action plans proposed for this year. This will be due mid-February

S. Lem: Note from Ray Dunkle: AFSCME is still concerned that if all the Faculty decide to work from home that our jobs are still at risk. In the last couple of years, we have lost approximately 75 positions and some of our alternate work schedule people have seen their hours reduced to half time. We still would like our voice to be heard that our people can still have a job to come to every day.

## **V. Unfinished Business**

S. Lem: Policies are still in progress

1. Undergraduate Academic Forgiveness (ACA-055) @ ASPC
2. Course Grading – Undergraduate Students (ACA-048) @ ASPC [Tabled until Fall 2021]
3. Early Warning (ACA-XXX) @ APSCUF
4. Final Examinations (ACA-025)
5. Transfer Credits (ACA-019, ACA-023) @ ASPC [will monitor to see if changes are necessary, but not actively discussing changes to



policy]  
6. COVID Survey

**VI. New Business**

1. Nomination of Senate Officers – C. Bolger, J. Chernekoff, C. Price

C. Bolger: Two positions are up for reelection: The Senate President and Secretary positions. Nominations will be collected via email. An email with instructions will be circulated at the end of the meeting instructing you on how to cast your nominations. Both incumbents are seeking reelection: Senator Lem for President and Senator John for Secretary. The deadline for nominations and position statements will be November 15<sup>th</sup>.

**VII. Good of the Order**

D. Johnson: In my performance class we use sign language to gesture an applause. I would like to take this opportunity to give a standing ovation to the Provost for all her hard work and 35 years of dedication to KU.

A. Zayaitz: Thank you all for your kindness

**VIII. Adjournment**

S. Lem asks for a motion to adjourn, M. Vaughn moves, C. Bolger seconds; all in favor. Meeting adjourns at 5:38 PM.

Respectfully Submitted,

Mauricia John

Secretary, University Senate

*Please note: University Senate meetings are recorded to facilitate the documentation of University Senate proceedings (minutes). Audio recordings are only shared with members of the University Senate Executive board and support staff. Records will not be uploaded to the internet, shared or transmitted.*