

**East Stroudsburg University
Council of Trustees Minutes
December 02, 2021
In Person and Via Zoom**

1. **Call to Order:** The regular meeting of the East Stroudsburg University Council of Trustees was called to order at 4:05 p.m. by Chair Pat Ross.

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

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| Mr. Thomas Grayuski | Mr. Marcus Lingenfelter | Mr. Pat Ross |
| Mr. William Green | Ms. Tameko Patterson | Mr. Paul Shemansky |
| Mr. Bruno Klaus | Mr. John Pekarovsky III | |

The following members were not present:

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| Mr. Edward Abraham | Mr. Frank Epifano | Ms. Tina Nixon |
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3. **Public Comment:**

None

4. **Approval of Minutes:**

Trustee Grayuski made a motion to approve the minutes from the September 22, 2021 meeting; Trustee Shemansky seconded; no abstentions. The motion carried.

5. **Interim President's Report:**

Interim President Long reported, we are in the final stretch of the Fall 2021 semester and I for one am very excited to report that it was an eventless semester under the "COVID" circumstances. When we started this semester, still amid a pandemic, there was concern whether we will be able to make through the entire semester without having to revert to a primarily virtual format.

With nearly five thousand students back on-campus, the effects of social distancing, 20% of courses and an even greater percentage of students being taught via distance ed or hybrid and an increase in the number of students living off-campus, the Fall 2021 semester was very different than past years, but likely more like the new normal. Despite these changes, I was reminded a few times this semester, it still doesn't mean you can get from Reibman to the Innovation Center any faster, especially at Noon or around 3:00.

The pandemic continues to be a major factor in most of our planning and consideration, although we are starting to take steps to get closer to the post-pandemic new normal. Throughout the semester we have seen a steady decrease in the number of COVID-19 cases. After roughly 21 months of battling this virus, we have learned a lot about how it spreads and where it spreads and when to expect a spread at ESU and I suspect most other universities. We have compiled several dashboards reports the provide daily information on case counts, student, locations and so on. For example, this graph depict how far we have come from the beginning of the semester and current daily cases. As you can see, these past few weeks are much different than the first few weeks of the semester. There have only been two situations since the pandemic started that we have identified a possible spreader event/activity.

Although the number of cases has drastically decline, we will likely maintain mask wearing in building open public spaces. In the coming days, I will be discussing with the campus leadership team and our healthcare partners about whether to re-open areas to the public that have been essentially closed since the pandemic started, this includes:

The Library, Track and Swimming Pool. My guess is we will open the Track and Library but keep the swimming pool restricted to the campus activities.

On the non-pandemic front, we have fully returned to our normal recruiting activities. With Admissions Leadership Team in-place they are charge with one goal. Grow Enrollment. Since the start of the semester, we have seen a sizable uptick in campus visits, open-houses, and other campus-based activities. This is coupled with a tripling of our school contact from last year and doubling from two years before the pandemic. As we first look toward Spring 2022, both new and transfer applications are up and Fall retention based on mid-term grades also looks positive.

Fast forward to Fall 2022, compared to last year all our numbers are off the chart, but given the terrible enrollment numbers we had this semester that is nothing to brag about. We are using Fall 2019, to measure our progress toward rebuilding our overall enrollment. And this even includes in the graduate and transfer areas where the numbers have continued to be strong before and during the pandemic; it's the first-time new student number the keeps me up at night.

Earlier this semester we announced that all students graduating this academic year will be invited to participate in a Spring Commencement in Eiler-Martin Stadium. We are once again excited to hold commencement in the stadium, and we look forward to giving our graduates a great celebration.

On the State System front, late last year, the Board of Governors extended the enhanced sick payout retirement incentive to employees, and it was extended for Faculty and AFSCME employees. To take advantage of this program the employee must submit their letter of retirement by November 15th, with a separation date June 30, 2022. With this latest extension, we have 19 additional retirements for this academic year, and we have four more days. And while these retirements significantly shift our long-term personnel cost, I learned by recent experience that the institutional knowledge, work habits and investment in the university severely impacted. Things as simple as ordering supplies, when to send out notices and who to call when an incident happens after-hours has become exponentially more complicated.

Finally, on the Athletic side,
FOOTBALL

- Finished season with a 5-6 record

MEN'S SOCCER

- Finished season with a 7-8-2 record.

WOMEN'S SOCCER

- Finished season with a 10-7-1 record.
- The Warriors earned wins in five of their last six games, outscoring the opposition, 11-1 in that span.

FIELD HOCKEY

- Completed season with a 16-5 record, falling to eventual undefeated national champion Shippensburg in the NCAA Semifinals.
- ESU led Shippensburg 1-0 at halftime, before the Raiders scored a goal in the third and fourth periods to earn the win. Ship shutout West Chester, 3-0, in the national championship game.
- Hannah Barbush was honored with the prestigious Elite 90 award for posting the highest-grade point average at the finals site for each NCAA Championship. ESU has won four of the past six DII field hockey Elite 90 awards.
- The ESU senior class finished with a record of 51-13.

VOLLEYBALL

- Hosted the PSAC Tournament as the number-one seed in the PSAC East Division and earned an at-large bid into the NCAA Tournament for the second consecutive season. It's the programs third-ever selection.
- ESU plays Gannon in the NCAA First Round in Wheeling, W.Va. on Thursday at 2:30 p.m.
- The Warriors hit their stride in PSAC Conference play, after beginning the season an 4-7 start to their season. ESU played well at Koehler Fieldhouse, posting an 11-3 record and a 12-2 record in conference action.

- ESU put together an impressive winning streak of 10 matches in a row, losing a combined three sets in that span, entering the PSAC Tournament.
- Ali Finch was named the PSAC East Athlete of the Year and Tricia Melfy was named PSAC East Coach of the Year. Finch has also earned All-PSAC East First Team honors and D2CCA Atlantic Region First Team honors.

CROSS COUNTRY

- The Warrior men finished 12th at the PSAC Championships and 15th at the NCAA Atlantic Region Championships. Top runner Luke Valdevit led ESU with an 11th place finish at the PSAC Championships and 30th place at the regional meet. Valdevit earned all-conference status with the 11th place finish.
- The ESU women finished 15th at PSACs and 20th at the NCAA Atlantic Region meet.

Winter sports are in full swing with all team starting competition this month. As with Fall sports, we have high expectations for all our team and coaches, and it is not measured solely by the win-loss column: Graduation Rate, GPA, are also critical measures of success.

As you can see, ESU is back and the number of things happening on-campus have no sign of slowing down.

That concludes the Interim President's report.

6. **Chair's Report:**

Trustee Ross reported we are very fortunate to have Interim President Long and Interim Provost Ball leading ESU at this time. Everyone, faculty, staff, and administration, are working together to move ESU onward to increase enrollment. The Trustees support and appreciate all you are doing. If you need the Trustees in any way, please reach out. One team, one fight!

7. **Secretary's Report:**

No Report

8. **Committee Reports**

A. University Affairs Committee:

Karen Lucas, VP of Enrollment Management reported the committee covered strategic initiatives as a result of the additional funding. Enrollment is working with Enrollment Research Associates on financial aid and scholarship leveraging recommendations. They are also working with Carnegie Dartlet to identify and attract students that are a great fit to our institution not only for admission but also retention purposes. They are collaborating with partners on campus such as University Relations on marketing plans and efforts and also working with the Finance department on restructuring our tuition rates, dual enrollment, out-of-state tuition, and suspension of the Warrior Promise.

B. Campus Environment Committee:

Chair Ross reported we had the pleasure of having two ROTC Students and Major Jason Wegner in attendance to provide an update and information on the ROTC program which was very informative. Mary Frances Postupack, VP of Economic and Entrepreneur Development reported Chris Landino, director of Career and Work Force Development updated the committee on the initiatives underway in the department including the First Destination Survey being sent to students in May, 2022, the Warrior Influencer Program, development of the Work Force Development webpage that focuses on ESU internships by major, the Senior Career Service Program, and the addition of Eric Rusiewicz, a new career advisor. Dr. Santiago Solis, VP of Campus Life and Inclusive Excellence reported Dr. Jennifer Young, Director and Samantha Williams, counselor and instructor from Counseling & Psychological Services, provided a very informative and compelling overview of the types of mental health trends, challenges, and concerns they are seeing in our students. They also shared initiatives and programs they are starting in the spring to continue to address the student health needs on campus.

C. Finance Committee:

Trustee Pekarovsky reported

Trustee Pekarovsky presented the following action items:

- (1) A representative of Clifton Larson Allen, LLP made a presentation to the Committee concerning East Stroudsburg University's Audited Financial Statement for Fiscal Year 2021. All questions and concerns were answered satisfactorily. **Trustee Patterson made a motion to approve Fiscal Year 2021 Audited Financial Statement; Trustee Grayuski seconded; no abstentions. The motion carried.**
- (2) The Committee reviewed the Cash Disbursement Reports for September 1 through October 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 September 1 through October 31, 2021; Trustee Ross seconded; no abstentions. The motion carried.**
- (3) The Committee reviewed the listing of non-bid purchases made under authority of Act 57 from August 14 through November 12, 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 August 14 through November 12, 2021; Trustee Ross seconded; no abstentions. The motion carried.**
- (4) Donna Bulzoni, CFO presented a summary of the Memorandum of Understanding (MOU) between East Stroudsburg University of Pennsylvania (ESU) and East Stroudsburg University Foundation (ESUF.) All questions and concerns were answered satisfactorily. After review, the Committee determined the MOU contains all pertinent information between ESU and ESUF and offers Resolution #21-02, which approves the MOU. **Trustee Grayuski made a motion to approve Resolution #21-02 Approval of Memorandum of Understanding between East Stroudsburg University of Pennsylvania and East Stroudsburg University Foundation; Trustee Klaus seconded; no abstentions. The motion carried.**
- (5) Donna Bulzoni, CFO presented a summary of the Memorandum of Understanding (MOU) between East Stroudsburg University of Pennsylvania (ESU) and East Stroudsburg University Student Activity Association, Inc. (SAA.) All questions and concerns were answered satisfactorily. After review, the Committee determined the MOU contains all pertinent information between ESU and SAA and offers Resolution #21-03, which approves the MOU. **Trustee Grayuski made a motion to approve Resolution #21-03 Approval of Memorandum of Understanding between East Stroudsburg University of Pennsylvania and East Stroudsburg University Student Activity Association, Inc.; Trustee Klaus seconded; no abstentions. The motion carried.**
- (6) Donna Bulzoni, CFO presented a summary of the University's affiliated organizations for the Committee's review and discussion. All questions and concerns were answered satisfactorily. After review, the Committee determined that the University is in full compliance with the requirements of Board of Governors Policy 1985-04. The Committee offers Resolution #21-04, which certifies the University's compliance with the requirements of this policy. **Trustee Grayuski made a motion to approve Resolution #21-04 Certifying Compliance of all University Affiliated Organizations with BOG Policy 1985-04; Trustee Klaus seconded; no abstentions. The motion carried.**

Informational items discussed included Facilities Project Status Update and the Report of Notice to Proceed on Construction Contracts. The Committee's questions and concerns were satisfactorily answered.

Richard Santoro, Executive Director of the East Stroudsburg University indicated that with the challenges of COVID, they are in line with years prior giving. Mr. Santoro also updated the committee on fundraising priorities, ongoing campaigns, and Spring events being planned.

D. Strategic Initiatives Committee:

Trustee Lingenfelter reported they had an enthusiastic and very positive presentation by the Provost and her colleagues about the deliberate engagement with local school districts using dual enrollment programs. These programs will help us work our community and allow the community to better understand the University and all our intellectual assets and offerings. The new dual program will begin in Spring 2022 and also provide us the opportunity to utilize the program for recruitment purposes. Dr. Margaret Ball, Interim Provost reported on the discussion held regarding PASSHE schools being charged with examining and reducing their program arrays in order to be cost effective. The committee then discussed and reviewed the programs that will be placed in moratorium to reduce program arrays. Also discussed were programs for restructuring to create more innovative collaborations and reduce redundancies, hoping to break down silos and encourage more interdisciplinary work on campus.

Trustee Lingenfelter echoed Trustee Ross' sentiments that the current management team in place, starting with Interim President Long are guiding us through difficult times. We are exceptionally fortunate they have elected to serve, just as Julia says on her statue, "Prepare to Serve." Thank you, President Long, Provost Ball, and the management team for their service.

8. Old Business:

A. None

9. Executive Session:

Trustee Ross called for executive session at 4:27 p.m. for personnel discussion.

Trustee Ross re-entered into regular session at 4:43 p.m.

10. New Business:

A. **Presidential Evaluation:** Trustee Ross asked the chair of the Presidential Evaluation Committee, Trustee Shemansky to make comments. The Presidential Evaluation Committee met two weeks ago and had great discussion with President Long and shared with the Trustees. **Trustee Shemansky made a motion to move forward and submit the documents to the Chancellor for President Long's evaluation; Trustee Green seconded; a roll-call vote was taken with no abstentions. The motion carried.**

B. The next meeting of the East Stroudsburg University Council of Trustees is scheduled for Thursday, February 17, 2022.

11. Adjournment: The meeting was adjourned by Trustee Ross at 4:45 p.m.

Respectfully submitted,

Paul Shemansky
Council Secretary

Recording Secretary: Marcy L. Cetnar