

**MINUTES**  
**Edinboro University of Pennsylvania**  
**Council of Trustees**  
**Wednesday, August 23, 2006**  
**University Club – Van Houten Dining Hall-North**

Prior to the dinner session, President Pogue and members of the Council lunched in the President's Suite with Chancellor Judy Hample and several members of the Office of the Chancellor staff. Following the luncheon, a workshop session was held to review and discuss the accountability and performance funding process. Following this session, Chancellor Hample and Presidential Search Liaison Tom Krapsho remained with members of the Council in the President's Suite to review the Presidential Search process. After this Executive Session with Council members, Dr. Peter Garland, Vice Chancellor for Academic and Student Affairs, and Mr. Tom Krapsho, Acting Vice Chancellor for Human Resources and Labor Relations returned to Harrisburg. Chancellor Hample, Vice Chancellor Yazdi and Dr. Ira Blake remained on campus and attended the public meeting of the Edinboro University Council of Trustees. Committee meetings began at 4:00 p.m. and were held with respective vice presidential liaisons in attendance at the Baron-Forness Library in assigned second floor Study Rooms. At 5:00 p.m. Committee meetings adjourned, and Chairman Thomas met with Council members in Executive Session. Following the conclusion of the Executive Session, President Pogue joined Council members for dinner in the President's Suite.

At 6:26 p.m., Chairman Thomas convened the public, quarterly business meeting of the Edinboro University of Pennsylvania Council of Trustees. He requested the Recording Secretary, Sherri Galvin, to conduct Roll Call. The following Council members were in attendance:

Dr. Raymond Dombrowski  
Mr. John Horan  
Mrs. Virginia McGarvey  
Mr. Ben Miceli  
Mr. John Pulice  
Ms. Teresa Scott  
Mr. Harold Shields  
Mr. Harry Thomas

Absent: Trustees John Evans, Sr. Catherine Manning, SSJ, and C. Richard Johnston

In addition to President Frank G. Pogue, the following individuals were in attendance at the public meeting:

**PASSHE Staff:**

Dr. Judith G. Hample, Chancellor  
Dr. Khalil Yazdi, Vice Chancellor  
Dr. Ira Blake

**Members of the Edinboro University Family:**

Dr. Ken Adams, Interim Dean of Education  
 Dr. Richard Arnold, Associate to the President for Equity, Special Programs and Staff Development  
 Dr. Pearl Bartelt, Provost and Vice President for Academic Affairs  
 Dr. Donald Dilmore, Associate Vice President for University Libraries  
 Ms. Sherri A. Galvin, Recording Secretary  
 Mr. Gordon Herbst, Vice President for Finance and Administration  
 Dr. Jerry Kiel, Vice President for Student Affairs and Student Success  
 Dr. Michael Mogavero, Vice President for Enrollment Services and University Planning  
 Mr. Brian Pitzer, Director of Public Relations  
 Mr. Jon Pulice, Director of Alumni Affairs  
 Dr. Eric Randall, Dean of Science, Management and Technology  
 Mr. Kahan Sablo, Dean of Student Life  
 Dr. Emily Sinsabaugh, Executive to the President  
 Dr. Shon Smith, Professional Studies  
 Dr. Terry Smith, Dean of Liberal Arts  
 Dr. Bruce Whitehair, Vice President for Development and Marketing

**Guests:**

Dr. James Drane, Professor Emeritus  
 Dr. Miguel Sanchez, Roth Scholar of the James Drane Bioethics Institute  
 Dr. Juan Pablo Beca, Visiting Scholar from the Universidad del Desarrollo in Chile  
 Ms. Dana Edwards, Marketing Consultant – Carnegie Communications

Following Roll Call, Chairman Thomas noted a quorum was present. The Chair then proceeded to ask for the review of Old Business – action on Minutes of the Council meeting held on Monday, June 19, 2006. Copies of these minutes were distributed with the meeting agenda. Chairman Thomas solicited concerns, comments, corrections or additions. Hearing none, Chairman Thomas called for a motion to approve the Minutes as presented. **It was voted**, on motion of Trustee Dombrowski, seconded by Trustee Shields to approve the meeting Minutes from the Monday, June 19, 2006, meeting. The motion carried with the unanimous approval of the Council.

The report of the Presidential Leadership Review (informal) is an annual function the Edinboro University Council performs in accordance with Act 188. In accordance with Act 188, Trustees are required to conduct a review of the President's performance over the last year and report to the Chancellor. Chairman Thomas noted that Trustee Miceli chaired the Committee and Trustee McGarvey served on the Committee. A report was drafted and provided to the Council for review during the Executive Session earlier this evening. The report will be finalized and submitted to the Chancellor. The report is favorable and upon receipt will be submitted to the Board of Governors. Chairman Thomas noted sadly that it will be the final report submitted to the Office of the Chancellor since President Pogue announced his retirement for June 30, 2007.

Next, Chairman Thomas provided an update on the formation of a Presidential Search Committee. Today, with the visit of the Chancellor and members of her staff, the search process has begun. The Committee will be formed and in place soon with plans for a first meeting by the end of September. The Board of Governors' guidelines prescribe the method by which the list of presidential candidates is derived and by which the appointment is made by the Board. Chairman Thomas reported that he has been in contact with representatives of the faculty, representatives of the Student Government Association and, of course, with fellow Trustees

soliciting recommendations for appointments to the Presidential Search Committee. The Chair also is in receipt of letters of interest from members of the staff. There will be an earnest attempt to establish and make appointments to the Presidential Search Committee as soon as possible. Once appointments have been made, the Chair will provide for notification of the start of the process.

During the public comment period, Chairman Thomas called on members of the public that wished to make any comments. Dr. Drane approached the microphone to address members of the Council of Trustees, Chancellor Hample and President Pogue. Dr. Drane provided the introduction of two distinguished scholars, one from the University of Chile and the other from the University of Madrid. These scholars are here at Edinboro University doing some academic work and will highlight for Council members their academic credentials and the importance of work here and outside of the country. The first scholar was Dr. Juan Pablo Beca, who is a neonatologist pediatrician and professor at the University of Chile. Dr. Drane noted that Dr. Beca oversaw the bioethics program for the World Health Organization in Chile. Right now, he also teaches at the Universidad del Desarrollo in Chile where he teaches medical ethics and directs a biomedical ethics program at that University. Dr. Beca also had a distinguished career in pediatrics, neonatology, bioethics, as President of Ethics Committees at a number of university hospitals in Chile, especially the Clínica Alemana (a German clinic) which happens to be the largest research hospital there. He is also the author of 15 books, 50 articles, and he is a major influence in both medical ethics and academic life. Dr. Drane asked Dr. Beca to address the Council. Dr. Beca graciously addressed the Council and expressed his gratitude for being at Edinboro University and today's meeting to talk about his role as a Roth Scholar of the James Drane Bioethics Institute. During the last 12 years, Latin American Bioethics has been developed with the very important influence of Edinboro University through Dr. Drane's personal contribution. Dr. Drane worked with the World Health Organization to establish a regional program of Bioethics for Latin America and he delivered the inaugural conference address in Santiago in 1994. More importantly, Dr. Beca praised Dr. Drane's role in the development of Bioethics in Chile and other countries during the last 15 years. His books and publications are used in teaching activities as well as his lectures in many courses. Dr. Drane's contributions are substantial and that is why Edinboro University is well known to all those who work in or teach Bioethics in Latin America. Dr. Beca notes his privileges of Dr. Drane's friendship and personal advice for many of the projects that he is involved in at the University in Chile. The recently created Dr. James Drane Bioethics Institute at Edinboro University is a response to a real need for the development of Bioethics in Latin America. The only way to foster development of this discipline is to have its own research and publications. He stressed that no other University in the United States or Europe has a similar program in which students and scholars can conduct research with Dr. Drane's personal guidance. Dr. Beca expressed confidence in the Institute's success and the selection of the very best candidate. In concluding his remarks, Dr. Beca extended his personal gratitude and thanked the Council for the opportunity to speak. Next, Dr. Drane introduced Dr. Miguel Sanchez, a professor of the History of Medicine and Bioethics at the University of Madrid. He is the author of 5 books, 20 book chapters, 40 journal articles, and has 8 years of teaching bioethics. Dr. Drane also shared an interesting side note that the Secretary of Education in Ecuador decided there was need for teaching high school students critical thinking and bioethics, and put Dr. Sanchez in charge of the program. Dr. Sanchez is now here at the University and is preparing a book that will be used by teachers to teach these subjects. Edinboro University has some projects in collaboration with these two scholars that Dr. Drane stated would be beneficial to not only South America, but also the Pennsylvania State System of Higher Education. Dr. Drane asked Dr. Sanchez to address the Council. As the first scholar invited by the Dr. James F. Drane Bioethics Institute, Dr. Sanchez



noted the significance of the working relationship with Edinboro University. As a result of Dr. Drane's 1987 visit to the University of Madrid while on sabbatical leave, Dr. Drane introduced the then unknown discipline, Bioethics, to himself and Professor Diego Gracia. During the past 15 years, there have been many collaborative activities between Spain and Latin America. They look forward to a continued, strong working relationship with Edinboro University and the James F. Drane Bioethics Institute. Chairman Thomas thanked Dr. Drane and his two guests for not only their kind words, but also all that Dr. Drane has done to bring us great honor. Hearing no requests for additional comments, the Chair moved on to the next item of business, President Pogue's delivery of the *President's Report to the Council of Trustees - Attachment #1*.

President Pogue thanked the Chair and members of the Council for their presence today. He also expressed appreciation to the Council for the continued support they have provided during his administration over the years. The President also welcomed Chancellor Hample and members of her staff. He noted that earlier today staff members Vice Chancellor Peter Garland and Vice Chancellor Krapsho had joined us for meetings. Also joining this evening's meetings were System staff members Vice Chancellor Khalil Yazdi and Dr. Ira Blake. President Pogue acknowledged Dr. Drane's special guests, members of the President's Executive Council and members of the staff. The President thanked the Chancellor and System team for traveling to the University to provide a thoughtful discussion on the topic of the PASSHE performance funding program. President Pogue noted the presentation of a new Family pin to Chancellor Hample earlier in the day which celebrates our 150<sup>th</sup> Anniversary. President Pogue delivered an abbreviated verbal report so that a special presentation could be made by Dana Edwards, Marketing Consultant for Carnegie Communications. President Pogue highlighted several entries in the three-page written report. The President noted the recent action by the System's Board of Governors to increase tuition by \$132 or 2.7%, for the coming academic year. President Pogue congratulated Chancellor Hample on the Board's extension of her contract until July 31, 2009. He noted that Board of Governors Chairman Kenneth Jarin was re-elected to a second one-year term. A tentative contract has been reached between the System and SCUPA (State College and University Professional Association/PSEA/NEA). President Pogue reminded Council members that Edinboro University's enrollment was approximately 6,700 in 1996 and that a new goal was set to increase enrollment to 8,000 students. The President noted that goal had been reached approximately three years ago and even in the presence of declining population and presence of other local area colleges (Allegheny, Gannon, and Mercyhurst) in our "back yard," Edinboro University is still twice the size of these institutions of higher learning. President Pogue expressed appreciation to members of the Admissions staff, faculty, staff, and students at this University for continuing to meet these enrollment goals. In 2006, we are expecting an increase in graduate enrollment and a slight decrease in the undergraduate enrollment which is due primarily to the very large graduating classes during the 2005-06 academic year. President Pogue announced the establishment of a Student Success Center which is still under development. The Center will be located on the first floor of McNerney Hall and will combine academic advising, peer tutoring, peer counseling, career services and first-year experience initiatives. This is a major retention initiative that serves to bring together in one location key support services while also enhancing those services that have a direct impact upon retention. The President also was pleased to note the approval of a new program, End-of-Life Care Nursing program. This new graduate certificate program in palliative and end-of-life care will prepare students in nursing, social work, speech pathology and other programs to provide for the needs of individuals in the last days and weeks of their lives. President Pogue noted that he was humbled to learn that the Erie Otters wanted to recognize him with the *Excellence in*

*Education Award* at the Champions for Education Dinner. The President encouraged Council members to review the "Looking Ahead" category and place relevant dates on their calendars.

Dr. Pogue then introduced Dr. Emily Sinsabaugh who provided for the introduction of Carnegie Communications Marketing Consultant, Dana Edwards. Dr. Sinsabaugh thanked President Pogue and then highlighted the process leading up to the selection of Carnegie Communications to assist the University in creating a brand identity and marketing plan. Following a session held in Harrisburg on performance funding and accountability, President Pogue returned to campus and convened a special planning session on the campus entitled, *Uniting for Success*. This initiative was designed to inform a cross-section of the campus community about observations made at the System Accountability workshop on performance funding and to engage the campus constituents in structured discussions on ways to improve Edinboro University's performance in that program. Many of the recommendations that stemmed from that session in early Spring 2005, either directly or indirectly, related to enrollment and retention. Dr. Sinsabaugh said that it became clear to President Pogue that we needed to take overarching steps to address the enrollment at Edinboro University in view of the declining demographics in our primary feeder regions as well as the economic issues. A decision was made to engage upon an RFP process to hire a marketing and research firm that would help us to get a better understanding of who we are in terms of our current prospects as well as to identify new prospect markets that the University could reach out to and engage the life of Edinboro University. The RFP process was guided, in great part, by the original *United for Success* team that met in the early Spring 2005. They engaged the campus community in meeting with the finalists in that process and the selected firm was Carnegie Communications. President Pogue met first with representatives in December in Philadelphia and then brought them to the Edinboro University campus for our kick-off in March 2006. Since that time, Carnegie Communications has been actively engaged in surveying both internal and external audiences to develop a basis of research that can guide our recruiting, marketing and branding efforts at the University to help address our enrollment and retention goals. With that brief history, Dr. Sinsabaugh introduced Dana Edwards from Carnegie Communications. Ms. Edwards presented a summary of the research that will guide the marketing plan that they will present for our use as well as some creative concepting to help us with our imaging and branding of the University. **Attachment #2** represents the presentation delivered by Ms. Edwards. Ms. Edwards provided a brief history about their firm which serves to focus on the marketing and research aspect of higher education institutions. Clientele include both small and larger as well as public and private colleges/universities across the country. Often the process begins with either consulting or marketing research, moving into a very intense analysis phase and resulting in a creative side. Ms. Edwards noted that performing an analysis on image and perception of the University is critical in moving forward in being successful when enrollment is the primary focus. On the personal side, Dana grew up in western Pennsylvania and attended college in central Pennsylvania (undergraduate) in Educational Research and went on to locate in Washington, DC and earn a graduate degree in Educational Policy. The PowerPoint presentation outlined the project timeline and surveys conducted. The results will help Edinboro University to position itself in order to secure high quality students in the future. Following her presentation and hearing no additional questions, Chairman Thomas thanked Ms. Edwards and commented on the fascinating statistics already gathered. He and others look forward to the presentation of the final marketing plan.

Next, Chairman Thomas called upon our guest, Chancellor Hample, to deliver her remarks. The Chair noted that the Council welcomed her and members of her staff today. The Council thoroughly enjoyed spending the day with her. Chancellor Hample thanked Chairman

Thomas. She noted that it was always a pleasure to visit campuses throughout the System and it is always a special privilege to be at Edinboro University. Chancellor Hample noted that a productive day was had by all, and it is always exciting to visit the campus and see firsthand the changes that have taken place. The Chancellor was truly impressed with the public comments made by the bioethics visiting scholars. She noted that it is but one example of the great things going on academically at Edinboro University – our faculty engaged with our students in opportunities for research and expanding our students' educational and employment opportunities for the future. The Chancellor noted that this is an important year, especially for Edinboro University, for two reasons – the University's celebration of its 150<sup>th</sup> Anniversary. It has been interesting to the Chancellor since her arrival in the state of Pennsylvania – for each of her five years as Chancellor – one of the universities has celebrated its Sesquicentennial. It is cause for pause to think that an educational institution has endured 150 years, to be thriving and continuing to provide contributions to its community. All of the institutions across the System began as teacher education/teacher preparation institutions – and Chancellor Hample is proud to say that is still one of the major things that we offer our students. She noted that just over 40% of all the teachers in K-12 throughout the state of Pennsylvania come from our institutions. Teacher education is not the only area we do anymore (and hasn't been true in many, many years) and our expansion into a wide variety of fields in the health and allied health professions, business, and other areas that our students can major and study. It is becoming more difficult to get students – fewer students graduating from high school – not just in Pennsylvania, but it is true that half of the states across the nation. The Chancellor noted that starting in 2008 that this trend will continue for some time. The college-age population that we have all been enjoying over the past several years is dwindling and competition will become intensified for the same pool of students. The State System plans to continue its efforts, and Edinboro University has been very involved in these kinds of efforts, to expand into online education and distance learning as ways to not only educate the traditional-aged population, but also as a way to participate in the educational process of adults who might otherwise not be taking classes in a traditional classroom setting. It was the Chancellor's opinion that this is an extremely important area to focus on as the System moves forward into the next decade. The other reason this is an important year for Edinboro University is this will mark President Pogue's final year as President. Over the number of years that he has served as President, Dr. Pogue has made tremendous contributions to not only this University, its academic mission, and to its ability to function well as an institution of higher education, but he also made significant contributions to the communities that surround this campus (Edinboro, Erie, Meadville and northwest Pennsylvania). Chancellor Hample noted that President Pogue is a model citizen of the State System of Higher Education. He's been a leader among the Presidents during his entire tenure as a University President and was immensely helpful to Chancellor Hample during her first two years in her new position. Dr. Pogue helped the Chancellor in understanding better the System universities, how they function, and how to more effectively work between the System Office and the campus institutions. She noted that President Pogue has served as a Committee member for more than one half of the presidential searches conducted over the years. Council of Trustees are permitted to request a specific presidential liaison to serve, and the Chancellor stated that President Pogue is frequently the President of choice. The Chancellor noted that while her comments seem as though he's leaving tomorrow, there remains nearly a full year in President Pogue's term as President of Edinboro University. As noted earlier by Chairman Thomas, the Presidential Search process officially began its work today – to begin the process of selecting the next successor to President Pogue. The search process will be lengthy and will be accomplished prior to the end of the year. Chancellor Hample noted that the process will be collaborative and will involve all of the constituent groups at Edinboro University, the State System of Higher Education, and the Board of Governors. She hopes that at the end of the search process we will



be able to identify another leader for Edinboro University who will be able to serve with the same distinction as President Pogue. The Chancellor stated her confidence in the process. In closing her remarks, Chancellor Hample reported that it has been "challenging" to secure funding in support of the Pennsylvania State System of Higher Education. This year the System was "level funded" – no increase but no reduction in funding – most was blamed on the economy. When there is tremendous demand for participation in higher education, and when all 14 universities are a major part of what we do (access, mission, to give students an opportunity to receive an education, to improve themselves, to increase their opportunities for placement in the job market), it is very compelling to fight for resources in a very constrained environment. The State System has been very lucky for the past couple of years, and the legislators are painting a more dismal picture for 2007-08. These feelings are based in part on revenue projections for the State, part of it has to do with commitments made by the State in terms of financial burdens on it – most notable in the social services areas. The Chancellor noted that most in higher education share the view that across the nation education, funding of education and educating our citizens is one of the very best ways to offset the need for future generations to have to invest a lot of money in social services. From the Chancellor's viewpoint, a large portion of the dollars in Pennsylvania's budget goes to support segments of society that have been deprived (for one reason or another) of educational opportunity. The Chancellor assured President Pogue and Council members that they will be doing everything they can to garner support again. When the Chancellor and members of her staff return to Harrisburg this evening, they are scheduled to meet and begin the process of developing the Appropriations Request for 2007-08. The Chancellor's Office will keep campuses and Trustees informed of their efforts and appreciate the support of all of the 14 Universities and constituents in helping the Chancellor "make the case" to the Governor and General Assembly on the importance of funding the Pennsylvania State System of Higher Education. Chancellor Hample reiterated her pleasure in being at Edinboro University and spending the day with Council members. President Pogue noted that the 4.5% increase in funding was one of the largest in the past 15 years. The Chancellor elaborated that it started with the Governor's recommendation which was 4%, then the Legislature increased it to 4.5%, which left the System and campuses to close the gap with an increase in student tuition. The Chancellor noted that, at the same time, it is important to keep our tuition affordable. The State System is very proud of the fact that our 14 universities offer students a great educational experiences and does so at an extraordinarily affordable price. Chancellor Hample noted that higher education costs in Pennsylvania are well above the norm for the country and a lot of that has to do with the how the state funds education and puts a lot of its tax dollars into private higher education. She further explained that what happens is – the way you offset tuition increases for public universities is to give money directly to universities because that serves to offset their operating expenses and, therefore, be able to hold a line on keeping tuition down. A round of applause ensued.

Chairman Thomas thanked Chancellor Hample for her remarks and invited her to feel welcome to depart the meeting so that she and her staff could travel back to Harrisburg in preparation for their 8:00 a.m. meeting the following day. Chancellor Hample bid farewell to President Pogue and Council members. With regard to New Business, action items, the Chair called upon Trustee McGarvey to provide Council members with the Committee's recommendation relative to action items and deliver a report on behalf of the Committee for Finance and Administration. Trustee McGarvey noted the distribution of information pertaining to Contracts and Purchases for the months of June and July. She noted Council members were also in receipt of information pertaining to the proposed 2006-07 Edinboro University Budget. **It was voted**, on motion of Trustee McGarvey, seconded by Trustee Pulice, to accept President Pogue's recommendation for approval of the Contracts and Purchases as reviewed by the

Committee on Finance and Administration for the period June 1, 2006, through July 31, 2006. The Chair noted the motion carried with unanimous approval by the Council.

Next, Trustee McGarvey noted the distribution of the proposed 2006-07 Edinboro University Budget. Chairman Thomas called for the question. It was voted, on motion of Trustee McGarvey, seconded by Trustee Pulice to approve the 2006-07 Edinboro University Budget as distributed - **Attachment #3**. Prior to calling for the vote, Chairman Thomas asked Vice President Herbst to provide a "thumbnail" review so as to familiarize Trustees with the proposed budget request. Vice President Herbst noted the summary of the proposed budget was contained in the distributed materials. He noted that Edinboro University's budget is driven by enrollment. The 2.7% tuition increase approved by the Board of Governor's will provide \$41.8 million in funds for the University. Tuition is the largest source of funds in the Budget followed by the Commonwealth appropriation. In the 2006-07 fiscal year, our allocation, through the allocation formula, will be \$28 million, a 2.2% increase from last year. The total increase was \$603,000.00. The \$28 million was part of the overall State support for state-owned and state-related institutions and contains the largest increase since fiscal year 1999. In terms of the E & G funds, 80.85% is allocated toward human resource costs of salary, wages and benefits; 14.9% for operating expenses; 1.24% for capital costs; and 3% for debt service and other contingencies. Vice President Herbst guided Council members through the pages to review the schedule of Other Income Budget and asked that they please note the following correction (insert new page located at each Council member's place setting). A calculation error was discovered in the category of "Over/Under Changes." He noted, however, that the total proposed budget figure of \$2.6 million remained unchanged. Vice President Herbst called to their attention that the sorting order of the items had been placed in descending order by the dollar volume expected. Lastly, Vice President Herbst pointed out that the PASSHE Performance Funding of \$1.2 million is predicated upon on our expectations and that exact figure should be known within the next two weeks. Chairman Thomas noted that the \$1.2 figure used this year is based on last year's figure and inquired what scenario occurs if same amount is not allocated. Vice President Herbst confirmed this to be an ongoing practice and noted a shortfall in the anticipated performance funding allocation would cause President Pogue and members of the Budget Committee to review several alternatives that would be available for consideration. Chairman Thomas solicited other concerns or questions. Trustee Horan responded and requested a brief explanation pertaining to several items of concern to him. He also suggested that it would be helpful to provide footnotes where there are significant changes from year to year. For instance, on page A-1 of the detail, Accreditation Pursuit, there appears to be a 25% increase and warrants some type of explanation. Likewise, Trustee Horan noted other similar entries and requested that Vice President Herbst review these in consultation with President Pogue and provide a written response to all Council members. Another example cited by Trustee Horan could be found on page 2, Community Outreach, shows a \$47,000 decrease. Vice President Herbst assured Trustee Horan his questions and concerns were valid and that detail and support through footnotes was an appropriate suggestion and could be provided to Council members. Chairman Thomas inquired if it would be prudent to identify a percentage threshold. A 15 percent threshold was determined and Vice President Herbst was asked to provide the requested information. The Chair inquired about categorical terminology used "Non-Appropriated Educational & General" and "Auxiliary." Vice President Herbst noted that Schedule A-2 contained a summary of Non-Appropriated Accounts which includes various fees such as orientation, athletics, parking, continuing education, etc. The Auxiliary includes residence halls, dining services, University Center, etc. The Chair noted a motion has been placed on the floor and solicited additional concerns and/questions. Hearing no concerns, the



motion carried with unanimous approval by the Council. Subsequent to the meeting, Trustee Horan's questions were addressed in a memorandum sent to Council members dated September 7, 2006 – **Attachment #4**.

Having completed the review of all action items, Chairman Thomas moved on to the delivery of Committee Reports and New Business - Information items. For the record, the following items were reported on behalf of the Committees on Academic Affairs, Development and Marketing, Enrollment Services and University Planning, Finance and Administration and Student Affairs and Student Success.

Chairman Thomas noted the presentation of the following Academic Affairs informational items by Trustee Pulice who delivered the report on behalf of the ailing Committee Chair John Evans. For the record, this included:

- **Change in Sabbatical Leave** - Dr. Elisabeth Joyce (English and Theatre Arts) from Spring 2007 to 2006-07 academic year (half pay)
- **Faculty Members Awarded Promotions Effective Fall 2006**

NAME	DEPARTMENT
<b><u>Instructor to Assistant</u></b>	
Anne Ortega	Music
Andrew Pushchak	Professional Studies
Thomas White	Nursing
<b><u>Assistant to Associate</u></b>	
Lisa Brightman	Elementary Education
Kevin Courtright	Political Science and Criminal Justice
John Cussen	English and Theatre Arts
Mark Deka	Art
James Fisher	Political Science and Criminal Justice
James Kirk	Chemistry & Physics
Laura Miller	Health and Physical Education
Patricia Nosel	Nursing
Susan Packard	Professional Studies
Ellen Pfadt	Nursing
Frank Taylor	Sociology
<b><u>Associate to Full Professor</u></b>	
Kathleen Benson	Secondary Education
Donna Hixon	Social Work
Charles Johnson	Art
Debra Kubinski	Nursing
Henry Lawrence	Geosciences
Ali Mohamed	Communication & Media Studies
Kerry Moyer	Geosciences
Cynthia Rebar	Biology and Health Services
John Repp (3% rule)	English and Theatre Arts
Suzanne Winterberger	Art

• **International Instructional Fee Waivers for Fall 2006 as of August 9, 2006:**

<b>CHINA</b>		
	<b>Shandong University of Technology</b>	
VACANT	Visiting Scholar	Tuition, fees, book stipend
	<b>Jinan University</b>	
VACANT	Visiting Scholar	Tuition, fees, room and board
<b>CROATIA</b>		
	<b>University of Osijek</b>	
VACANT	Student	Tuition, Fees, Room & Board
VACANT	Visiting Scholar/Professor	Room & Board
<b>ENGLAND</b>		
	<b>University College Northampton</b>	
VACANT	Student	Tuition & Fees
<b>GERMANY</b>		
	<b>Fachhochschule Wurzburg-Schweinfurt University of Applied Sciences</b>	
Bleicher, Theresa-Lena	Student	Tuition & Fees
Kremsler, Mareike	Student	Tuition & Fees
<b>JAPAN</b>		
	<b>Sapporo University</b>	
VACANT	Student	Tuition & Fees
<b>MEXICO</b>		
	<b>Universidad Autonoma de Yucatan</b>	
VACANT	Student	Tuition, Fees, Room & Board
<b>POLAND</b>		
	<b>Maria Curie-Sklodowska University</b>	
Dmitruk, Barbara	Student	Tuition, Fees, Room & Board
Kliczka, Krzysztof	Student	Tuition, Fees, Room & Board
VACANT	Visiting Scholar/Professor	Room & Board
<b>SPAIN</b>		
	<b>Universitat de Lleida</b>	
VACANT	Student	One-to-one

## UKRAINE

## Drogobych Ivan Franko State Pedagogical University

VACANT	Student	Tuition, Fees, Room & Board
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- Edinboro University Cooperative Exchange Participants for Fall 2006 as of August 9, 2006

## ENGLAND

## University College Northampton

Mohr, Catherine	Student	Tuition & Fees
VACANT	Student	Tuition & Fees

## GERMANY

## Fachhochschule Wurzburg-Schweinfurt University of Applied Sciences

Oyesiku, Victoria	Student	Tuition & Fees
Thomas, Bridget	Student	Tuition & Fees

## MEXICO

## Universidad Autonoma de Yucatan

VACANT	Student	Tuition & Fees
VACANT	Student	Tuition & Fees

In closing his information report on behalf of the Committee on Academic Affairs, Trustee Pulice also reported that the Academic Affairs Division held a retreat on August 2. Topics under discussion included temporary faculty for Spring 2007 semester, development of an Academic Affairs Plan for January 2007, and new online distance education programs.

Next, on behalf of the Committee on Development and Marketing, Chairman Thomas noted Trustee Manning's absence, but reported speaking with her to receive her report. He was asked to call upon Vice President Bruce Whitehair to deliver the exciting report. Vice President Whitehair shared the following:

- Since our last meeting, six new scholarships have been established including the Preston Family Scholarship, the Adimmadu Scholarship for International Students, the Savko-Fedders Education Fund, the Edinboro TKE Alumni Scholarship, the Tomer Family Big Brothers and Big Sisters Scholarship, and the Willie Mae Goodwine and Inez J. Baskin Scholarship for Journalism. This brings the total to 26 new scholarships established in 2005-2006; 12 of those have criteria specific to entering freshmen.
- Scholarship awards totaling \$1,076,853 were approved for disbursement to students in 2006-07, which includes awards made possible through athletic fundraising programs.



- Fiscal year 2005-06 was the best fundraising year in the history of Edinboro University. We raised \$2.7 million for fiscal year 2005-06 compared to \$1.9 million for fiscal year 2004-2005. This is an \$825,000 increase over the same period last fiscal year.
- As of July 28, 2006, we raised a total of \$12.7 million in gifts and pledges toward our capital campaign goal of \$15 million.
- 14 major gifts in excess of \$10,000 were received since the last meeting.
- The University renewed its sponsorship of the WJET-TV Golden Apple award program which recognizes outstanding teachers in the area. Not only does this give the University a link to the area school districts, but it also promotes academic excellence, since many of the teachers are Edinboro graduates.
- A new series of television commercials was created that focuses on outstanding University faculty members while promoting academic excellence. Response has been extremely positive.
- For the first year ever, the University sponsored an Erie Metropolitan Transit Authority bus. In addition to the two smaller shuttles that operate in the community of Edinboro and on campus, this full-size transport travels throughout Erie County.
- As a collaborative venture between area businesses and the Precision Manufacturing Institute (PMI), over \$469,200 has been raised in gifts and pledges to Edinboro University in Meadville.

In closing the Committee report, the Chair noted Trustee Manning is very complimentary of you and your staff and are to be commended for the division's successes. Next, and for the record, Chairman Thomas noted President Pogue's acceptance of gifts-in-kind on behalf of the University. These gifts have been received since the last business meeting held on June 19, 2006.

AES/PHEAA donated cup insulators for use at the *Student Employee of the Year* Reception held on April 12. The donor valued the in-kind gift at \$400.00.

Dr. Mary Margaret and Mr. Richard Bevevino donated graduate texts to be housed in the Graduate Student Computer Lab (3<sup>rd</sup> floor, Reeder Hall). The donors valued the gift-in-kind at \$1,200.

C & J Industries donated portfolio binders and pens for use at the Edinboro Foundation Retreat. The donor valued the in-kind gift at \$240.00.

Chartwells Catering donated a discounted buffet price charged per person for the Administrative Professionals Day workshop held on April 26, 2006. The donor valued this in-kind gift at \$250.00.

Chartwells Catering donated bottled water for registered walk participants and a lunch for the winning team who participated in the Walking S.H.O.E.S. event held on April 25. The donor valued the in-kind gift at \$109.50.

Empyrean Day Spa & Salon, Inc. donated a tanning package as a door prize as part of the Administrative Professional Day workshop held on April 26, 2006. The donor valued the in-kind gift at \$30.00.

Fitness Fanatics owner, Lisa Troyer, donated two (2) treadmills and two (2) spinner bikes for use by the Athletic Department. The donor valued the in-kind gift at \$11,000.00.

James and Shirley Harrison donated photo albums containing historical photographs and postcards depicting the Edinboro community and Edinboro University campus. The donors valued the gift at \$4,999.00.

Ms. Deborah Hosler donated a gift basket containing Avon products for the Walking S.H.O.E.S. event held on April 25. The donor valued the contribution at \$45.00.

Ms. Rachel A. Lynch donated a 1930's Kodak 16mm Motion Picture Camera and Projector. The donor valued the in-kind gift at \$850.00.

M & T Bank Educational Lending (Buffalo, NY) made a \$150 monetary contribution for use in hosting a reception on April 12 in recognition and honor of student employees.

The *Meadville Tribune* donated discounted printing related to "Top in the Shop" materials from January – May 2006. The donor valued the discounted printing cost at \$1,645.00.

Neck and Back Center of Edinboro donated a massage package as a door prize as part of the workshop held in recognition of Administrative Professionals Day on April 26, 2006. The donor valued the gift at \$50.00.

Printing Technologies/Docu-Center donated a gift certificate as a door prize for the Walking S.H.O.E.S. event held on April 25. The donor valued the donation at \$25.00.

Russell Standard Corporation donated labor and equipment to roll the athletic fields near Sox Harrison Stadium. The donor values this gift of services at \$500.00.

Scotland Yards owner, Julie Marchese, donated discounted house rentals for use by performers appearing at the 2006 Highland Games and Scottish Festival. The donor valued the in-kind gift at \$200.00.

TA Instrument-Waters LLC donated equipment to be used with the AR-2000ex Rheometer. The donation consists of an ETC oven, sampling geometries and assorted startup components. The donor valued the in-kind gift at \$15,875.00.

Mr. William R. Vitanyi, Jr. donated two books entitled, *Kyuboria* and *Palm Sunday*, for use as door prizes for the Walking S.H.O.E.S. event held on April 25. The donor valued the gift at \$31.90.

On behalf of Committee on Enrollment Services and University Planning, Trustees Horan noted that the Committee had met today with Vice President Mogavero. The University's enrollment picture was reviewed and the impact of the reduction of out-of-state tuition from 200% to 150% of the in-state tuition. It is anticipated that this reduction will aid in recruitment

efforts in the neighboring states of New York and Ohio. A Strategic Study Group has developed recommendations geared toward the development of a housing strategy which is reflective of the needs of the students, honors students, single-parent students, graduate students, and non-traditional students. Also, the Strategic Study Group for the Development of a Healthier Campus Environment has convened and submitted its recommendations to President Pogue. Trustee Horan reported the Enrollment Service Division has developed a comprehensive plan to increase quality and quantity of the Edinboro University student body. Again, the focus is on enrollment which is one of the most important goals in terms of the student population. The Committee is also working on publicizing the quality of the University's academic reputation, the value for the education program we provide, improving customer service, improving facilities, improving technology, strengthening the role of financial aid and revenue enhancements in the recruitment and retention process. Finally, online programming and new academic programs are being emphasized.

Next, Chairman Thomas and Trustee McGarvey noted for the record (informational agenda item), on behalf of the Committee on Finance and Administration, the following personnel transactions since the last regular business meeting on June 19, 2006:

#### NEW HIRES/REPLACEMENTS/CONTINUATIONS

Beliveau, Mr. Brian C., regular, full-time, Police Officer 1, University Police Department, at \$1,079.20 biweekly for 26.08 pays effective August 7, 2006.

Black, Ms. Jacqueline D., part-time (up to 20%), temporary, Instructor, Department of Music, 2006-07 academic year, contingent upon enrollment, at Pay Range Q01, Pay Step 01, based upon number of students enrolled for course, effective August 19, 2006.

Butler, Ms. Catherine A., part-time (33%), temporary, Instructor, Department of Art, 2006-07 academic year, contingent upon enrollment, at \$13,533.28 effective August 19, 2006.

Fisher, Ms. Nicole M., part-time (25%), temporary, Instructor, Department of Special Education/School Psychology, Fall 2006 semester, contingent upon enrollment, at \$5,074.98 effective August 19, 2006.

Galante, Mr. Jeremy A., full-time, temporary, Instructor, Department of Art, 2006-07 academic year, contingent upon enrollment, at \$40,599.83 effective August 19, 2006.

Hedderick, Ms. Victoria, tenure track, Instructor, Nursing Department, at \$42,629.82 effective August 19, 2006.

Mann, Mr. Erik L., part-time (up to 50%), temporary, Instructor, Department of Music, 2006-07 academic year, contingent upon enrollment, at Pay Range Q01, Pay Step 01, based upon number of students enrolled for course, effective August 19, 2006.

Marendt, Mrs. Allison, full-time, temporary, Instructor, Mathematics and Computer Science Department, 2006-07 academic year, contingent upon enrollment, at \$40,599.83 effective August 19, 2006.

Mohney, Jr., Mr. James E., part-time (up 20%), temporary, Instructor, Department of Music, 2006-07 academic year, contingent upon enrollment, at Pay Range Q01, Pay Step 01 with salary based upon number of students enrolled for course, effective August 19, 2006.

Nientimp, Ms. Mary P., part-time, regular, Instructor, Department of Special Education/School Psychology, at \$21,314.91 effective August 19, 2006.

Palmer, Dr. Carolyn Butler, part-time (75%), temporary, Instructor, Department of Art, Fall 2006 semester, contingent upon enrollment, at \$15,224.94 effective August 19, 2006.

Pitre, Dr. Abul, tenure track, Associate Professor, Department of Secondary Education (Carter G. Woodson Professor of Secondary Education) at \$69,439.79 effective August 19, 2006.

Puharic, Mr. Douglas, tenure track, Assistant Professor, Department of Mathematics and Computer Science, at \$46,999.52 effective August 19, 2006.



**continued – New Hires/Replacements/Continuations**

Silvis, Mr. Randall, full-time, temporary, Instructor, Department of English and Theatre Arts, Fall 2006 semester, contingent upon enrollment, at \$20,299.92 effective August 19, 2006.

Sitter, Ms. Susan, full-time, temporary, Instructor, Nursing Department, 2006-07 academic year, contingent upon enrollment, at \$40,599.83 effective August 19, 2006.

**DISCHARGED**

Williams, Ms. Sharon, Clerk 1, Facilities Department, effective close of business July 28, 2006.

**RESIGNATIONS**

Casal, Mr. Stephan, Police Officer 1, Police Department, effective close of business July 7, 2006.

Drohan, Dr. Michael, Faculty, Business Administration and Economics Department effective close of business July 19, 2006.

Hervey, Mr. David, Faculty, Mathematics and Computer Science Department, effective last day of third Summer session (August 16, 2006).

Joy, Ms. Dawn, Faculty, Nursing Department, effective close of business July 11, 2006.

Lang, Ms. Ana, temporary, full-time, Assistant Volleyball Coach, Athletic Department, effective July 5, 2006.

Lee, Ms. Oksun, Faculty, Art Department, effective close of business July 24, 2006.

Mezzacapo, Ms. Selina, Clerk Typist 2, Purchasing Office, effective close of business August 25, 2006.

**RETIREMENTS**

Adams, Mr. James M., Maintenance Repairman 2, Facilities Department, Disability Retirement, effective close of business June 22, 2006.

Davis, Ms. Judith A., Custodial Worker 1, Facilities Office, effective close of business July 21, 2006.

Euell, Ms. Barbara, Clerk Typist 2 (9 month), Geosciences and Chemistry/Physics Department, effective close of business May 26, 2006.

Mook, Ms. Sandra, Clerk 3, Mail Room, effective close of business August 4, 2006.

Wellman, Ms. Barbara, Nurse Aide, Office for Students with Disabilities, effective close of business August 4, 2006.

White Dr. Joyce, Faculty, Social Work Department, effective close of business July 21, 2006.

**COACHING CONTRACTS**

Barba, Ms. Jennifer M., temporary, full-time, Assistant Volleyball Coach, Athletic Department, at \$1,054.45 biweekly for the period August 7, 2006 through December 8, 2006.

Soso, Ms. Jordanna, regular, full-time, Assistant Women's Basketball Coach, Athletic Department, at \$27,500.00 for the period July 17, 2006 through July 16, 2007.

**CHANGE IN STATUS**

Adams, Dr. Kenneth, assignment as Interim Dean of Education, two-year term at \$124,378.94 effective July 22, 2006.

Althof, Ms. Kari, Office of Student Activities, early return from Parental Leave, effective July 24, 2006.

Baldwin, Dr. R. Scott, Dean, School of Education, appointed to Dean of Graduate Studies and Research, with an initial three-year term entitlement, at \$111,617.10 effective July 22, 2006.

**continued – Change in Status**

Harris, Mr. Phillip, assignment as Director of Multicultural Programs, two-year term, at \$68,000.00 effective August 5, 2006.

Herbst, Mr. Gordon J., from Interim Vice President to Vice President for Finance and Administration, two-year appointment, at \$140,000.00 annually effective June 20, 2006.

LaMantia, Mr. Paul, University Center, extension of employment through July 28, 2006.

Pistory, Ms. Renee, Clerk Typist 2, Foreign Languages, Philosophy, and Sociology Departments, early return from Family Medical Leave, effective July 3, 2006.

Rider, Mr. David, Nurse Aid, Office for Students with Disabilities, employment offer as temporary/summer Laborer, Facilities, null and void effective June 15, 2006.

**RENEWED CONTRACTS**

Randall, Dr. Eric, continued appointment as Dean of Science, Management and Technology, for the period August 16, 2006 through August 16, 2009.

Smith, Dr. Terry L., continued appointment as Dean of Liberal Arts, for the period August 16, 2006 through August 16, 2009.

**FAMILY MEDICAL LEAVE**

Pistory, Ms. Renee, Clerk Typist 2, Foreign Languages, Philosophy, and Sociology Departments, 12 weeks of FMLA without pay with benefits for the remainder of calendar year 2006, effective June 19, 2006.

**PARENTAL LEAVE**

Miller, Dr. Laura M., Faculty, Health and Physical Education, Parental Leave without pay with benefits for the period August 22, 2006 through January 5, 2007, returning to active pay status January 6, 2007.

**RECLASSIFICATIONS**

Dobos, Ms. Denise, from Clerk Typist 2, Scheduling Office, to regular, full-time, Enrollment Services Representative 2, Scheduling Office, at \$1,141.50 biweekly for 26.08 pays effective June 15, 2006.

The Chair then asked Trustee Shields to provide a report on behalf of the Committee on Student Affairs and Student Success. Trustee Shields deferred to fellow Committee member Trustee Scott who shared the following highlights with Council members:

- **Retention and Graduation Initiatives** - There are a number of retention and graduation initiatives taking place. First, the appointment of Phil Harris to serve as the Multicultural Affairs Director. Also, the Student Success Center will be providing career counseling along with academic advising. Also, Noel-Levitz has been contracted and a visit made to campus. She will engage in a retention opportunities analysis. Also, for Uniting for Success there is a comprehensive plan for retention taking place for the first time.
- **University Center Renovation Update** – Renovations are underway.
- **Housing Feasibility Study** – The study calls for the closing of Shafer Hall this fall. They are also working to develop housing options to address students' needs are not currently being met.

- **Orientation 2006** – To date, 984 students have attended sessions held on campus. Students in attendance are afforded the opportunity to interact and make personal contact with faculty, staff and students and learn how to succeed at Edinboro University.
- **Opening Day – Welcome Weekend** – Student and parents are welcomed back to campus, treated to an Ice Cream Social and invited to attend a picnic and Candle Lighting Ceremony at the end of the day.
- **Fair Labor Standards Act** – The Fair Labor Standards Act and its impact on athletics was reviewed.
- **Reorganization within Student Affairs and Student Success Division** – Parents and Families Organization will be co-advised by Marilyn Goellner (Development and Marketing) and Kim Kennedy (Student Affairs and Student Success) who have found new ways to engage families in retention initiatives. Dr. Kiel is serving as the administrative advisor to the Student Government Association.

In closing, Chairman Thomas thanked Trustee Scott for the delivery of the Committee report. The Chair noted that unfortunately Trustee Evans could not attend this evening's meeting. In his absence, Chairman Thomas shared the following Alumni Association-related points of interest with the Council. He offered the following highlights:

- The Alumni Association hosted an Alumni Event in Santa Fe, New Mexico on July 17.
- The Alumni Association in collaboration with Harris Connect is working to produce the 2007 Edinboro University of Pennsylvania Alumni Association directory, due to be completed in June, 2007.
- Upcoming events include - Opening Day (August 26), West Chester, Pennsylvania Alumni Event (September 2); New York City Alumni Event (September 22); Homecoming- Reunion Weekend (October 6 and 7); and Family Weekend Fall Fest (October 14).

Chairman Thomas called on Trustee Miceli to deliver the USI Board representative report. Trustee Miceli noted the Board had not met since the last regular business meeting. Therefore, he had no formal report to share at this time.

Chairman Thomas asked Trustee Shields to deliver a liaison report as the Edinboro University Foundation Board Representative. Trustee Shields shared the following:

- At the June 19, 2006 Board meeting, Ron Steele, CEO of GECAC, Cheryl Vicary, local community leader, and Richard E. Morley, retired Vice President for Finance and Administration of Edinboro University were approved as the newest members of the Foundation Board.

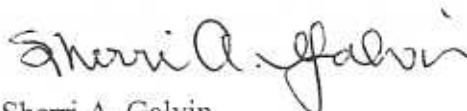


- Effective July 1, 2006, the Foundation began managing approximately \$1.2 million endowed funds of the Edinboro University Alumni Association. A reception of the two Boards will be held on September 13, 2006 to celebrate this momentous occasion. This brings the assets of the Foundation to nearly \$12 million, which is quite substantial for a Foundation that only started receiving assets in 2000.
- Over 600 scholarship awards are made to qualified students from endowments, annually-funded scholarships and athletic awards.
- Endowment value increased from June 30, 2005 to June 30, 2006 by 11.92%. The market value of managed assets as of June 30, 2005 was \$7,468,453 and the market value as of June 30, 2006 was \$8,358,592.
- The financial draft audit has been submitted by Diefenbach Delio Kearney and DeDionisio. It is a clean audit.
- The President's Club Reception, for our \$1,000 donors and scholarship award recipients, is scheduled for December 1, 2006 in the newly renovated Academy Hall.

As the PACT President, Chairman Thomas indicated that the Fall PACT meeting will be held at Mansfield University, October 5-6. The Chair encouraged each and every Council member to make an attempt to attend that meeting if their schedule permits. He would certainly welcome other members of the Council to be in attendance. It is a good opportunity to exchange ideas, learn what is happening across the state and interact with Chancellor Hample and members of her staff.

The Chair called for adjournment of the business meeting at 8:05 p.m. The next meeting of the Council will be held on Monday, October 16, 2006. **NOTE – this quarterly meeting date was subsequently postponed and scheduled to be held on Monday, November 27.** President Pogue requested the floor and noted that he would like to present Dr. Drane and his guests with an Edinboro Family pin, and he requested that they remain after the close of the meeting.

Respectfully submitted,



Sherri A. Galvin  
Assistant to the President  
and Recording Secretary