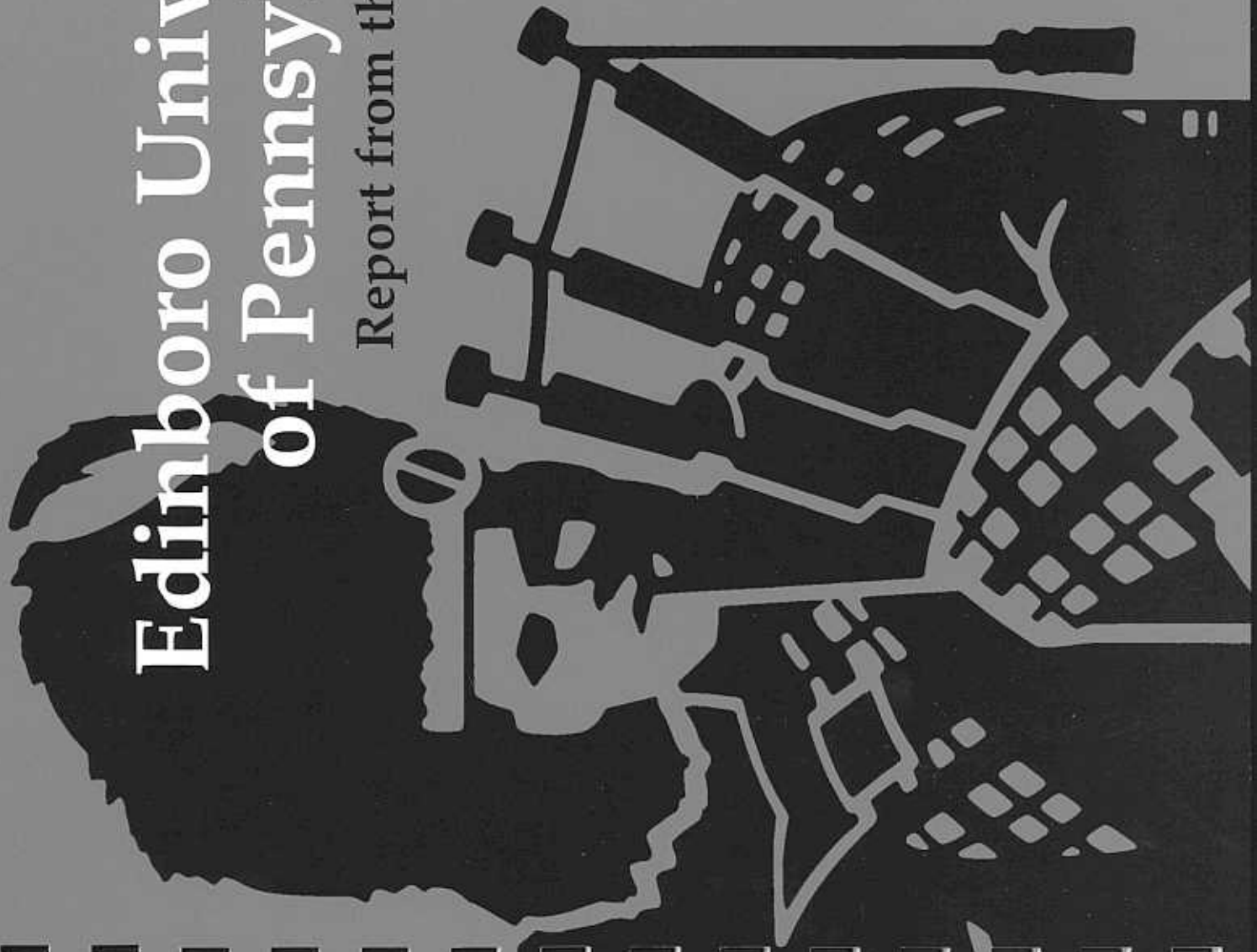


2003

Edinboro University of Pennsylvania

Report from the President



Mission Statement

The mission of Edinboro University is to create and share knowledge by providing access to education and learning experiences for the academic, cultural and personal growth of the students and the larger community we serve.



Vision Statement

Edinboro University is the leading institution of higher education in the region, and a cornerstone of excellence in academics, technology and the arts. Clearly identified with our special mission, we strive to meet the ever-changing needs of the world around us by providing access to our institution for the benefit of all.

Diversity is apparent by the breadth and richness of our programs, faculty, administrators, staff, and students. We provide research, community services, and educational programs in accordance with the social, cultural, economic and technical needs of the region and Commonwealth. The University meets the specific needs of underrepresented groups, students with disabilities, and those faced with social or economic hardship or inadequate educational preparation.

Our faculty, staff, and administrators are highly qualified and committed to our mission and clearly demonstrate a commitment to personal and professional development. The environment we create at Edinboro is inspirational, yet challenging. It is interactive, creative, fair and civil, and demonstrates the highest community values. In fulfilling our responsibilities, we nurture a strong sense of respect and dignity.

Recognizing that knowledge creates opportunity, Edinboro University instills in our students a corresponding sense of responsibility with their freedom of choice. Our programs help students develop an interest in higher social values and encourage intellectual pursuits, personal development, and a commitment to lifelong learning and service. All who experience Edinboro University are inspired to even greater achievement.

Guiding Principles

In service to our mission, as a community, we recognize the uniqueness of each individual and embrace the opportunity and responsibility to:

- Pursue excellence in lifelong learning and scholarship.
- Foster integrity.
- Encourage creativity and innovation.
- Promote collaboration, openness, honesty, and respect.
- Champion fairness, social justice, diversity, and civility.
- Serve others within and outside the Edinboro Family.

A Message from President Frank G. Pogue

On behalf of the Edinboro Family, I take great pride in sharing the following report of our accomplishments during the 2002-03 academic year. The Annual Report is a summary of our progress on initiatives that are supportive of our nine University-wide priorities.

Our major accomplishments this year include the successful completion of the ten-year Middle States Association reaccreditation process. This University-wide institutional accreditation process included the creation of an institutional Self-Study that served as the basis for our MSA evaluation team visit that occurred in April. **I am proud to report that based on the recommendation of the evaluation team, the MSA Commission on Higher Education has issued our ten-year reaccreditation with commendation requiring no follow-up reports.** This is the very best report we could have achieved, and I offer credit and accolades to the hundreds of faculty, staff, administrators, students and community leaders who participated in and assisted with this process. We will now begin to prepare for our five-year MSA periodic review.

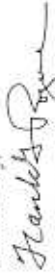
Also during the 2002-03 academic year, we completed a major renovation and construction project at Memorial Auditorium, an achievement that will be marked in history with the re-dedication of this facility as the *Louis C. Cole Auditorium – Memorial Hall*. This name serves to recognize a dedicated alumnus and philanthropist to the University while also restoring to the building its original name, Memorial Hall. Our efforts in the realm of Advancement were also highlighted this year by the donation of two state-of-the-art observatories by Physics Department faculty member Dr. James LoPresto and by an unprecedented planned gift of \$1.5 million by alumnus Patrick Santelli.

The pages that follow outline many achievements in Academic Affairs, including streamlining our General Education program and revising all academic programs to bring them into compliance with the Pennsylvania State System of Higher Education 120-credit bachelors degree policy. At the same time, we created a new academic program in Latin American Studies.

Our efforts have brought many successes upon which to build in the coming years, particularly as we prepare for the University's 150th anniversary in the 2006-07 academic year. The recommendations and goals outlined by our Middle States Self-Study will be incorporated into our University-wide strategic budget, planning and Continuous Improvement process to ensure our achievement of goals and objectives as we approach the University's Sesquicentennial that will also signal the successful conclusion of our capital campaign, the *Campaign for Excellence*.

I express appreciation to the extended Edinboro Family for making possible these achievements and many more. As we realized these achievements together, we also worked through some significant challenges that have required us to make some difficult decisions regarding the use of limited resources. Through our achievements and our difficulties, it has been a sincere pleasure to provide leadership for the exceptional institution and community of citizens that is Edinboro University of Pennsylvania.

Sincerely,



Frank G. Pogue
President



Institutional Priorities

At the 1996 Fall University-wide Convocation, President Frank G. Pogue articulated for the campus community eight primary priorities that would serve as a guide for all that is done in the interest of students and the creation of a learner- and student-centered environment. These priorities, in line with those of the State System of Higher Education, were identified as a result of campus and community-wide consultation and they appear throughout this report.

A ninth priority – *enhance academic excellence* – was added, after campus deliberation as part of the University's collaborative Middle States Association self-study process. Included with each of the priorities are the Edinboro University Family's accomplishments in meeting them, since they serve as the foundation of the University's inclusive budget, planning, and Continuous Improvement process.

- Increase enrollment to 8,000 students in the next several years through enhanced enrollment and retention strategies
- Enhance academic excellence
- Enhance technology campus-wide
- Create a just community that is student-centered
- Enhance the advancement arm of the institution
- Create a collaborative administrative team both on and off campus
- Create an inclusive planning process that ties budgeting to planning
- Increase diversity
- Enhance graduate studies

Enhance academic excellence

- During the past year, Edinboro University completed a successful Middle States Association (MSA) review/site visit and achieved unconditional reaccreditation with no follow-up reports required. MSA staff subsequently requested to use Edinboro's self-study design and self-study document as a model to train evaluation team chairs and team members in the coming year. Such an honor speaks highly of the University's achievements in enhancing academic excellence and in developing a collaborative planning process.
- All academic programs underwent intensive review and revision to comply with the Board of Governors' mandate to reduce the total number of credits required for a baccalaureate degree to 120 credits. Improvements were made in many programs, including General Education in which the total required credits were reduced from 60 to 48.
- New academic programs include: master's in Information Technology, Bachelor of Arts in Latin American Studies, minor in Applied Mathematics, and certificate in Public and Applied History. Programs under development are: teacher certification in Instructional Technology, certificate in Conflict Management, Master of Arts in Public History, baccalaureate degrees in Technology and Women's Studies, and an associate degree in Emergency Medical Care.
- The master's degree program in Rehabilitation Counseling had a positive accreditation review by the Council on Rehabilitation Education. Meanwhile, the business programs completed a positive periodic report in fall 2002, following which two conditions were removed and full accreditation granted by the Association of Collegiate Business Schools and Programs. The Music Department revised the baccalaureate programs in Music and Music with Teacher Certification to meet the revised accreditation standards of the National Association of Schools of Music; the Department's application for renewal of accreditation was approved. The American Speech-Language-Hearing Association also revised its accreditation standards, leading the Speech and Communication Studies Department to revise its curriculum accordingly during the past year. The Social Work Department is preparing for a site visit, possibly in 2003-2004, for our master of Social Work program, the only such program in our service region.
- We increased student access to information resources in the University Libraries, which was made possible through an increase in dedicated acquisitions funding and investments in technology. Both print and database resources were added, a wireless network was installed, and an electronic reserves service was fully implemented. In 2002, Edinboro University libraries circulated more books than any other of the State System libraries.
- A new department award for excellence in outcomes assessment was established and awarded to the Social Work Department.
- Contracts were awarded during the summer of 2003 in the amount of \$100,000 for heating and ventilation renovations in Loveland Hall to occur during the 2003-2004 academic year.
- The Art Department will begin offering courses in digital photography beginning in fall 2003. Digital photography equipment is being installed and a tenure-track faculty member with expertise in digital photography has been hired.
- Praxis II pass rates in Secondary Education improved significantly for the 2001-2002 cohort.
- Memorial Auditorium has moved to the final stages of completion, while the Butterfield Hall design has been completed. The Cooper Hall mechanical system upgrade is in the design phase, while roof repair is currently under way.

- Dr. Douglas Reeves, director of the Center for Performance Assessment, an organization dedicated to improving student achievement by improving the knowledge and skills of educators and school leaders, spoke to Edinboro students and faculty during the School of Education's mid-semester practicum meeting in March. His participation was made possible through the Instructional Leaders' Academy – a collaborative effort between Edinboro University and The School District of the City of Erie.
- Writer, journalist, screenplay writer, and essayist Chuck Palahniuk visited campus in April for the Second Annual Chuck Palahniuk Conference – an interdisciplinary academic conference focusing on fiction.
- The University welcomed Dr. Katy Harriger as a speaker for the spring 2003 edition of the Provost's Lecture Series held in March. Harriger, a professor of political science at Wake Forest University and a 1979 *Magna Cum Laude* alumna, spoke on "Civic Engagement and Generation Y."
- The University hosted the African Studies Conference in April that included addresses pertaining to war, refugees and the environment in Africa. Dr. Ali A. Mazrui, Albert Schweitzer Professor and director of the Institute of Global Cultural Studies at SUNY-Binghamton University, was the keynote speaker.
- Edinboro University was selected by the National Aeronautics and Space Administration (NASA) as a host site for its Aeronautics Environmental Traveling Exhibit, also known as the "Aero Bus." The bus (shown in photo) provides enrichment activities for students and groups visiting the campus planetarium, and it increases awareness of environmental protection aspects of aeronautics programs and other research conducted at the Glenn Research Center in Cleveland.



Enhance technology campus-wide

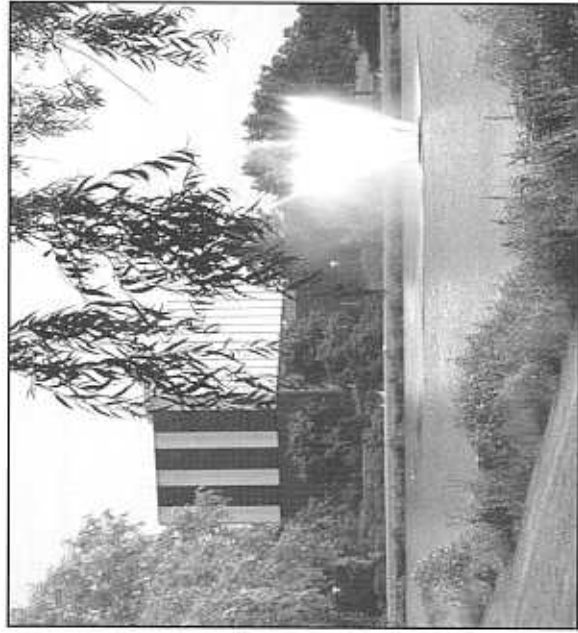
- We completed the conversion of online courses to eCollege and the Keystone University Network. We increased the number of online courses, expanding the number of students and breadth of offerings. Fall and spring enrollments in distance education courses (combining online and videoconferencing) totaled 193 students.
- The Baron-Forness Library was outfitted with a wireless local area network to improve access to the library database and other online library resources.
- We significantly increased the number of classrooms with presentation technology and provided training and orientation to faculty members. As a result, faculty utilizing these classrooms have developed robust class presentations with multimedia resources such as web pages, graphics, audio, and video.
- Improvements to the cable plant infrastructure in the academic building (Doucette Hall) serving the Art and Mathematics/Computer Science departments provided increased bandwidth and resulted in improved response time for students and faculty.
- Several formerly manual processes were automated to decrease cycle time, reduce need for manual intervention, and increase customer satisfaction. Affected areas include Finance, Campus Bookstore, and Enrollment Management and Retention.
- Multimedia programs developed for Enrollment Management and Retention will be used to increase enrollment by reaching a greater number of prospective students.
- The new department liaison program for technical support has improved technical services to the department level through access to support tools, information, and training.
- The number of faculty members supplementing their courses with web resources, using courseware management systems such as Blackboard, significantly increased over the past year. Student learning was enhanced thanks to 24-hour access to resources.

Create a just community that is student centered!

- The University's annual Celebration of Excellence, held April 15, 2003, recognized the academic achievements of hundreds of students and student organizations. More than 150 students graduating with honors were recognized for achieving *Summa Cum Laude*, *Magna Cum Laude* or *Cum Laude* status. Also recognized were outstanding graduate students, students in the Honors program, departmental award recipients, and students in academic honor societies.
- More than 50 students presented scholarly papers at regional academic conferences, 58 exhibited works of art at off-campus sites, and an MFA candidate published an article on the work of Tae Heung Lee in *Ceramics Monthly*.
- A new departmental achievement award for student advising was established. The application and review process yielded the first recipient, the Business Administration and Economics Department.
- Student Health Services now provides meningitis vaccinations in compliance with new legislation.
- University administrators responded to concerns of incivility in a forum organized by the Alliance for Racial Identity and Cultural Acceptance (AFRICA). Subsequently, the Commission on Civility was created.
- Residence hall programs increased from 300 in 2001-02 to 577 in 2002-03; Student Activities added ten programs to their schedule, expanding offerings to more than 50 events.
- Student Activities created the extended orientation program to provide additional transitional support for new students during the first six weeks of their academic careers.
- Three new security cameras were installed to increase security on parking lots and grounds on the west side of campus.
- Graduate assistants in Student Affairs and Student Success completed the following research projects: (1) Freshmen Comparison Study: QPA and Retention; (2) campus-wide administration of the Core survey; (3) Residence Hall Association assessment of smoke-free living alternatives for the University; and (4) benchmarking survey for the University Center.
- Student Life offered Part 1 of the Responsible Alcohol Management Program (RAMP) training to ten local tavern owners, free of charge.
- The parking committee, charged to determine if our parking regulations were consistent with our commitment to civility and fairness, made recommendations that will be implemented in the 2003-04 academic year.
- The textbook reservation system was developed and installed on the Edinboro University web site.
- A contractor was engaged for the design and construction of the new day care facility by University Services, Inc. Construction is scheduled to be complete by August 2003.
- We created two full-page advertisements for the *Erie Times-News* and *Meadville Tribune* that listed the names of all current students and noted those who graduated in May. The goal was to reflect the magnitude of our service to the region and to demonstrate our students' commitment to academic excellence.
- Residence hall renovation plans were improved to provide the infrastructure to allow for keyless entry to buildings. We incorporated a security camera and card access system into the Earp Hall renovation plan.

Enhance the advancement arm of the institution

- The University's capital campaign, the *Campaign for Excellence*, exceeded \$7 million in gifts and pledges toward its goal of \$10 million. The Edinboro Family (faculty and staff) participation rate is 51.43 percent. Total gifts and pledges raised for the Annual Fund is \$1,790,000, with more than \$2.1 million anticipated.
- The Alumni Annual Fund exceeded its goal of \$200,000 by obtaining \$230,369 in pledges and gifts. The number of donors has also increased from 4,278 last year to 4,419 in 2003.
- The Fourth Annual Frank G. Pogue Honors Scholarship Luncheon was held February 11, 2003, with Mike S. Zafirovski ('75), president and chief operating officer of Motorola, Inc., serving as the keynote speaker. The event was sold out, with a capacity crowd of 400 guests. The luncheon raised more than \$25,000 to benefit the Frank G. Pogue Honors Scholarship Fund, which has grown to nearly \$150,000 through such events.
- President Pogue served as the guest of honor and keynote speaker at the 2002 Meeting of the Lake Erie Committee of The Newcomen Society of the United States on October 15, 2002. As part of The Newcomen Society's recognition of Edinboro University, Dr. Pogue's comments were published for broad distribution to 3,300 libraries and schools nationwide. Edinboro University is the first Pennsylvania State System University to be honored by The Newcomen Society.
- The capital campaign gala kickoff celebrations in the Erie and Meadville communities represented the first component of the public phase of the campaign. Participation by Erie- and Meadville-based corporations, businesses, and community leaders has had a positive impact. The Corporate Campaign is our new campaign aimed at corporations and businesses, including solicitation of Erie Conference and Erie Regional Chamber and Growth Partnership members. A Corporate Campaign packet, highlighting academic and cultural programs, has been developed to aid with the campaign.
- The first-ever Parents Campaign has raised a total of \$18,973. With increased emphasis on planned giving, new testamentary commitments to the University have exceeded \$2.2 million this year.
- Student Government Association donations to the University included a fountain (shown in photo) for Mallory Lake and an electronic sign. These gifts totaled \$70,000.
- Twenty new scholarships were established and a gift-in-kind of historic proportions, including real estate and two observatories (donated by Physics faculty member Dr. James LoPresto) was gifted to the Foundation and valued at \$331,330. The gift is to be used in collaboration with the University's Physics Department.
- A retiree provided a testamentary commitment of \$550,000. A planned gift from another retiree and one from an alumnus were also provided (amounts undisclosed at this time).
- The Royal Stewart Legacy Society inducted five new honorees at the April 2003 Spring Convocation. Inductees were: Dr. James Drane, Dr. Francis Hudak, Mr. Dennis Ranalli, Mr. and Mrs. Patrick Santelli, and Dr. and Mrs. Jack Williams.



- As an expression of appreciation for faculty and staff participation in the *Campaign for Excellence*, the University gave away two vacation packages which were donated by *The Meadville Tribune*. Mark Matlock (Finance and Administration) and Christopher Rhodes (Student Affairs and Student Success) were the two lucky winners.
- The Edinboro University Foundation has been approved to offer Pennsylvania Educational Improvement Tax Credits to certain corporate donors when contributions are specified for one of three specific K-12 educational programs.
- "Blackbaud" accounting software 7.0 has been implemented for use by the Edinboro Foundation.
- The retired faculty/staff committee was established to aid in solicitation.
- More than 35 individuals attended a Financial and Estate Planning Workshop sponsored by the Development Office on April 16, 2003. Another program will be conducted for Foundation Board members at a future date.
- More than 125 alumni participated in our newly organized Alumni Reunion Weekend held May 17-19. Several successful events were held, including the Distinguished Alumni Awards Dinner, where six Edinboro University of Pennsylvania graduates were honored. The awards were presented to (seated, left to right) Alan Culbertson, '71, Business and Industry; Margaret Lay-Dopyera, '52, Education; Jennifer Graf Spencer, accepting for her father, George A. Graf, '71, Public Service; William Godfrey, '72, Art; Jacqueline Ratcliff Nwokeji, '93, Social Sciences. Standing, James Geronimo, president of the Alumni Association, and Edinboro University President Frank G. Pogue. Not pictured: Kelly Kopin who accepted a posthumous award for her father, Kenneth Kopin, '61, Education.
- Since the beginning of the 2002-2003 fiscal year, the University has received a total of \$2,537,250 in grants.
- The most exciting grant received this year was the \$450,000 federal grant in collaboration with the Precision Manufacturing Institute to help with the construction of the new Precision Industries training center in Meadville. U.S. Senator Rick Santorum facilitated the receipt of this grant.
- In collaboration with Clarion University and Slippery Rock University, Edinboro received a \$38,900 grant to continue its Joint Formal Nurse Practitioner Program. This program was recently selected for inclusion in a nationwide genetics-training seminar.
- In order to facilitate additional grant activity, staff in the Office of Grants and Sponsored Programs prepared a draft grant proposal development and award management handbook.



Create a collaborative administrative team both on and off campus

- In September 2002, State Representative John Evans was appointed to the Edinboro University Council of Trustees by Governor Mark Schweiker. Representative Evans is a two-time Edinboro University graduate ('83 and '99) and is a former news correspondent and an award-winning sports reporter for WJET-TV in Erie. His knowledge of the campus, the community, the region and the Commonwealth has made him a great asset to the Council of Trustees and to our students.
- In December 2002, President Pogue was appointed by Governor-elect Ed Rendell to co-chair the Higher Education Committee of his transition team, along with Rhonda Cohen, chair of the Board of Governors of the Community College of Philadelphia. The appointment was a great honor, permitting President Pogue opportunities to communicate the University's mission and to assist in shaping the future of higher education for the Commonwealth.
- Early in 2003, Dr. Tim Cordell was appointed Associate Provost for Student-Centered Initiatives, with specific emphasis on building University-wide collaboration among all segments of the institution.
- We coordinated the resources of the region's higher education institutions to ensure a unified presentation of the higher education opportunities available in northwestern Pennsylvania to the 2003 United States Academic Decathlon (USAD) participants. More than 330 academically talented students from across the country participated in the USAD, hosted by The School District of the City of Erie. President Pogue served as a judge for the USAD Speech Showcase, one of the event's most competitive programs.
- University Police and Student Affairs staff instituted two multi-jurisdictional training exercises with officers and K-9 units from Erie, Millcreek, Corry, Edinboro, and the Warren County Sheriff's Department to help eradicate drug possession and use in our residence halls.
- Four new members of the community were selected to serve on the Edinboro University Foundation Board of Directors. President Pogue and senior executives participated in the Board's annual Retreat in May. The Board revised its committee structure, resulting in a working committee formation, promoting and improving benefits for alumni and promotional programming directed toward students.
- A restructuring of the Development and Marketing Division resulted in reassignment of duties and the move of the Vice President and his staff to the Alumni House, creating a more unified and efficient team.
- Development and Marketing administrators and staff have participated in several professional development conferences, including: a Special Events Forum, The Foundation Center's Guide to Resources on the Web and Electronic Databases, The Center for Non-Profit Services' seminars on Board Governance sponsored by the Erie Community Foundation, the State System of Higher Education Advancement Conference, and attendance and hosting of the local chapter of the Association of Fundraising Professionals.
- The University hosted regional Critical Incident Stress Management seminars in cooperation with the Erie County Emergency Management Agency.
- Effective January 1, 2003, Edinboro University's Meadville Access Center moved from the Meadville Downtown Mall to the Bessemer Building (the former Atlantic and Great Western Railroad building). The move signified the next step toward creating the Precision Industries Education, Design and Manufacturing Technology Center, one of our *Campaign for Excellence* initiatives. In fact, the final design has been completed for the Bessemer facility, and it is expected to be

completed in spring 2004. During spring 2003, five undergraduate courses were offered on the site, and one graduate course was offered via distance learning technology.

- Acting as a licensed education administrator of \$600,000 in grant awards to 30 regional manufacturers and high-tech companies, Edinboro University enabled 2,086 eligible employees to upgrade basic skills, advanced applied manufacturing skills, or information technology abilities via WEDnet (Workforce and Economic Development Network). In collaboration with Crawford County, Erie County, Erie city, and private workforce development team members, more than \$2 million in training grants were awarded in the region, doubling the efforts of recent years in this important area.
- Utilizing distance education technology to offer residential and commercial code inspector training (BOCA - Building Officials Code Administration), Edinboro joined the Educational Resources Group (ERG) and several sister schools to train 43 regional builders and code enforcement personnel in the Commonwealth's new code requirements.
- Through a \$13,000 grant from the Keystone University Research Corporation (KURC), day care training was offered to 400 regional day care providers. Thirty-four classes were completed this program year at a cost of only \$5 per class to participants. This nearly doubled the training group of 211 last year.
- The Institute for Human Services and Civility sponsored three workshops on Improving Communication Skills for Non-Profit Managers, drawing a total of 39 participants.
- The Labor Education Institute provided 410 workers with instruction on computer skills, workplace safety, grievance process, and other topics. In collaboration with the Art Department, the Institute produced a video on Workers Compensation to be used throughout the Commonwealth.
- Facilities employees participated in ongoing customer service training and projects, as well as computer literacy training. Two managers, Ms. Lorraine Revak and Mr. Syed Zaidi, completed the Institute for Facilities Management presented by the Association of Higher Education Facilities Officers.
- The seventh annual Spring Convocation and Employee Recognition Reception was held on April 4, 2003. We recognized 1,390 years of service through the presentation of awards for 10, 15, 20, 25, 30 and 35 years. Mr. Syed Zaidi (Maintenance and Facilities) was named Staff Member of the Year.

Plaques were presented at the Spring Convocation to the 25 individuals who had retired from Edinboro University since the 2002 Spring Convocation. The Convocation program concluded by dedicating the new APSCUF office in Centennial Hall in the name of Thomas C. Heard who volunteered 30 years of service to his fellow faculty members through involvement at the state and local levels of APSCUF. The new office facility is named the "Thomas C. Heard APSCUF Office Suite."



Mr. Syed Zaidi

Create an inclusive planning process that ties budgeting to planning

- From April 6-9, 2003, Edinboro University hosted a successful Middle States Association (MSA) review and site visit, chaired by Dr. Barbara Gitenstein, President of the College of New Jersey. The evaluation team's report cited many strengths, some areas of concern, and no weaknesses. We achieved our goal of an unconditional accreditation with no follow-up reports required. Our self-study design and self-study documents are being used by MSA as a model to train evaluation team chairs and team members in the coming year.
- Governor Edward G. Rendell released approximately \$1.3 million in capital funds for the Academy Hall project and \$5 million for the Institute for Human Services and Civility on June 26, 2003. A press conference announcing the release was held on campus on June 27, 2003.
- As a result of Middle States reaccreditation Self-Study efforts, the University expanded from eight University-wide priorities to nine in order to include a focus on enhancing academic quality on campus.
- We developed a revised strategic planning framework for campus accountability, reflecting State System performance measures.
- Strategic Study Groups composed of representatives from across campus reviewed four University processes during the 2002-2003 academic year: the Honors Award Process, the Master Schedule Process, the Monitoring Student Progress Process, and the Practices Used in Recognizing Retirees Process. The goal of the Strategic Study Group effort is to improve stakeholder satisfaction while reducing cycle time for key University processes.
- As a result of our enrollment increase and our anticipated enrollment increase next fall, and in response to concerns expressed by faculty, staff and students, the President convened a special Strategic Study Group on Parking and charged it with the task of determining if the current parking regulations were consistent with our campus commitment to civility and fairness. That group's report and recommendations were printed in the April 4, 2003, *In Touch* newsletter and shared with the broader campus community on July 8th at the Edinboro Family Summer Planning Retreat. Modifications to parking lots are scheduled for completion in Summer 2003 and new signage will be in place fall 2003.
- The hazardous occupancy and chemical prep areas are scheduled to be constructed under emergency funding.
- Testing, analysis, and recommendations for implementation of the 2001-2002 Mass Mailing Strategic Study Group recommendations are completed.
- During the 2001 academic year, a Strategic Study Group was convened to review the course/program approval process. The team made recommendations for improvement, and many of them have been successfully implemented. In order to determine if the team's recommendations improved cycle time, that data from the subsequent academic year were reviewed. The mean cycle time for a new course approval improved from 279.37 calendar days to 82.81 (N=21) and the mean cycle time for a course revision improved from 224.74 days to 30.93 (N=56). This was an outstanding accomplishment and indicative of the collaborative nature of the University's critical process improvement process.
- In January, the Pennsylvania State System of Higher Education approved the University's technology fee plan for expending the funds received from the new Student Technology Tuition Fee. The fee was implemented to ensure State System graduates are competitive in technologically sophisticated workplaces. The approved expenditure list totals \$707,738.

Increase diversity

- During the 2002-03 academic year, the University sponsored successful regional conferences on "Race, Gender and Ethnicity," "African Studies," and "The Heritage and Legacy of Harry T. Burleigh."
- The annual Holocaust Remembrance events were held April 7 and 8, 2003, and were expanded to include representation from all area colleges and universities. A Holocaust Remembrance poster was designed by an Edinboro student and widely distributed.
- A part-time (1.5 credit hours each semester) psychologist was hired to respond to emotional needs of students of color. To date, 68 students have been assisted.
- The Multicultural Programs Office facilitated the "Welcoming Diversity" workshops for all departments of the Student Affairs and Student Success division, as well as Resident Assistants, Student Orientation Leaders, and Student Government officers. Also, all Student Affairs faculty and staff completed the National Coalition Building Institute training on diversity.
- The Association of Faculty and Staff of Color held a "Meet and Greet" session with 80 students of color and hosted a graduation celebration honoring students of color.
- We produced a Hobson's Diversity CD, which places information about Edinboro University into the hands of 60,000 to 80,000 students of color nationwide. The CD generated 5,550 non-duplicated leads for students of color and 24 pre-applications and applications. New initiatives during the summer include HTML e-mails from faculty of color, "flash" e-mails from Multicultural Programs office, "flash" e-mail from the President, Hobson's Hispanic college guide including HACU membership and sponsorship of NSSFNS college fairs in Pittsburgh, Philadelphia, Baltimore, Cleveland, and New York City.
- Edinboro University received a \$25,000 grant for the Latino Leadership Development Program from the Pennsylvania State System of Higher Education. In collaboration and as a business alliance with Verizon, Edinboro University's Latino Leadership Development Program received a generous gift in support of increasing access to education for the region's Latino youth population.
- Members of the Edinboro Family joined President Frank G. Pogue at the Dr. Martin Luther King, Jr. Holiday March in Erie on January 20. The cold temperatures did not prevent a large contingent of University faculty, staff, students and administrators from participating in the holiday activities in remembrance of the life and teachings of Dr. Martin Luther King, Jr.
- The Act 101 Summer program was conducted from June 22 through July 25, 2003, under the direction of Dr. Gerald Jackson with 43 students participating. The support services have continued through the Academic Support Services Department and Multicultural Programs.
- The following pre-collegiate programs were conducted during the summer 2003: George Westinghouse Science and Math Program (16 students), Dr. Karim Hossain, Director; Upward Bound Program (40 students), Nicole Johnson, Director; and the Erie/Meadville Partnership Program (46 students), Umeme Sababu, Director.



Enhance graduate studies

- Web-based and off-site programs in Character Education, post-master's School Administration and M.Ed. in Reading were added.
- The appointment of Dr. Mary Margaret Bevevino as Dean of Graduate Studies and Research was made permanent as of fall 2003. The Office of Graduate Studies and Research was moved from the seventh floor of the Library to a more visible and accessible location in Reeder Hall.
- The deferred payment contract was revised to attract area professionals to graduate programs. Fees for part-time graduate students were reduced to make programs competitive with regional institutions.
- The Instructional Leaders' Academy was established in collaboration with The School District of the City of Erie. The Urban Principals Lecture Series was developed to enhance instruction in educational administration and the relationship between the Office of Graduate Studies and Research and area school administrators.
- With respect to Edinboro University's efforts on behalf of the Instructional Leaders' Academy, we accomplished the following during the past academic year:
 - On March 17, 2003, Douglas Reeves conducted a seminar for Erie instructional leaders and 14 regional instructional leaders. He also addressed more than 200 Edinboro University student teachers at their mid-semester in-service meeting.
 - An Instructional Leaders' Academy seminar was held June 17-19, 2003 with Dr. Larry Lezotte providing continuing professional development instruction.
 - The publication of "Instructional Leaders in an Era of High Performance," a monograph of research studies resulting from the Edinboro University-Erie Schools collaborative, is being distributed throughout Pennsylvania.
 - Involvement on the collaborative on Instructional Leaders' Academy will be broadened for 2003-2004. A second cohort of Erie administrators will begin their research in an Edinboro contract course in fall 2003.
- The Heinz Endowment encouraged the University to organize a forum for marketing public education during the 2003-2004 year.
- An online master's program in Reading was advertised for fall 2003 implementation. A capstone course in Character Education is being developed this summer for fall 2003.
- The Graduate Studies task force developed vision and mission statements which were reviewed by the Graduate Council and the Graduate Student Council. The statements will appear in the new printing of the graduate catalogue.
- Seven graduate assistants were assigned to faculty researchers for fall 2002. Attendance at the fall 2002 Research Colloquium was 19. Ten graduate assistants were assigned to assist with faculty research for spring 2003.
- The 2003 Research Colloquium in April featured the researchers who were included in the first volume of the annual online publication of the *Scots Record*.
- Assistance was provided for the Character Education grant submitted by Dr. Patricia Flach (\$50,000). A grant writer/consultant was hired to help on a case-by-case basis. The grant writer met with several faculty and groups during spring 2003 semester to help them in the consideration/preparation of grant proposals.

Collective community-building initiatives

- Edinboro University proudly hosted the 11th Annual Highland Games and Scottish Festival from May 16 through May 18, 2003. The event included traditional Scottish music and dance, food, games and other entertainment. At the same time, we welcomed our alumni home for the annual Alumni Reunion Weekend which held a special recognition for the Class of 1953.
- A new economic impact brochure was developed and is being reviewed by members of the Development and Marketing Advisory Group.
- Edinboro University and the Erie County District Attorney's Office were the recipients of a \$300,000 grant from the Pennsylvania Commission on Crime and Delinquency. The grant enabled the partners to establish a high-tech Regional Criminal Justice Computer Training Center for criminal justice personnel in western Pennsylvania. The Training Center, which is part of the University's Institute for Human Services and Civility, features 30 computer workstations, 3 computer forensic workstations and other computer equipment. By June 2003, more than 200 trainees were trained on a variety of software programs to improve the efficiency of criminal justice personnel including police, probation, parole, corrections, court and criminal justice support employees.
- Following several invitational fund-raising events, Goodell Gardens will open to the public in late spring 2004. Affiliation agreements between Goodell Gardens and the University are being drafted. Goodell Gardens and Homestead is a new non-profit organization whose purpose is to create an education-oriented botanical garden and arboretum on the 78-acre Goodell family farm within the Borough of Edinboro.
- To ensure that the expertise of our faculty and staff is publicized and accessible to media agencies and organizations seeking content experts and guest speakers, the web-based Speakers Bureau was updated and enhanced. At the same time, we updated Edinboro University's entries in a similar web-based resource maintained by the Pennsylvania State System of Higher Education, the SSHE Experts List.
- The Guiding Principles were presented at the Spring Convocation and the Commission on Civility will be consulted regarding ways to incorporate the principles into campus life and activities.
- To enhance communication and encourage wise use of technological resources, the Weekly Messenger, an electronic events and activities bulletin, was implemented in October. It is e-mailed to all faculty, staff and students at the start of each week to inform campus citizens of upcoming events. Campus constituents are encouraged to use an attached online form to submit entries for the Weekly Messenger.
- We created the Commission on Civility, co-chaired by Dr. Joseph Laythe, History Department, and Dr. Susan Criswell, Special Education and School Psychology Department. The Commission, composed of a cross-section of the campus community, is reviewing University programs, activities, policies and initiatives to ensure that they support our efforts to create a truly civil campus environment that exemplifies the tenets of civility – fairness, tolerance, collegiality and civic responsibility.
- Thanks to the generosity of Edinboro Family members, the 2002 SECA (State Employee Combined Appeal) Campaign raised over \$48,000 with more than 300 contributors.

Student Accomplishments



- Daniel DiNicola (second from right) and Chaz Kellem (seated) were elected Student Government Association President and Vice President, respectively, for the University's 2003-2004 academic year. They are pictured with President Pogue at the annual SGA Banquet held in April, 2003. Also pictured are Jennifer Kilgore (right) outgoing President and Amanda Brandle (left) outgoing Vice President.
- Twelve student delegates traveled to the annual Model NATO in Washington, D.C., and received one of the top awards – the "Most Authentic Delegation" award – for their faithful replication of the positions and demeanor of the country of Portugal. Edinboro students had the opportunity to study the role, structure and activities of NATO. They also had the special opportunity of being briefed by the First Secretary to the Portuguese Ambassador and then met in person with the Ambassador from Portugal, Pedro Catarino.
- This 2003 Report from the President was designed by Michiko Nomizu. Michiko, an international student from Noda, Japan, graduated from Edinboro University on May 10, 2003. Special thanks to the following students from Professor Bob Conlon's design class for submitting designs for consideration: Morgan Appleby, Kristin Beardsley, Vernon Borden, Kerry Brightwell, AbbySue Cannon, Bradley Cisar, Kristin Donahue, Justin DuBois, Gina Fowler, Melissa George, Blair Graham, Jonathan Hall, Susan Keller, Rhiannon Koch, Charles Mansfield, Melissa Marin, Corinne Mead, Timothy Meyers, Daniel Montini, Shalyn Phillips, John Savage, Nancy Stadler, Shelley Vaughn, Jennifer Welton and Erica Whiting.

School of Liberal Arts

- The work of art students Dodie Campbell, Andrew Davis, Allison Fomich, Lisa Gutting and Heather Hertel, along with alumni Kristi Blank, Steve Heywood and Carol Werder, was on display in the West Wing Gallery of the Erie Maritime Museum as part of the Niagara Invitational Art Exhibition in fall 2002. During the spring semester, the work of sculpture students Jesse Brace, Jaeque Butera, Jason Hartmann, Courtney Smith, Adam Tate and Kathe Umlauf was on display at Slippery Rock University of Pennsylvania in the Second Annual Western Pennsylvania Collegiate Outdoor Sculpture Exhibition.
- "Print Sojourn," an exhibition of the work of 46 Edinboro University student printmakers, was featured at the Erie Art Museum in spring 2003. The works on display were chosen to highlight the diversity of artistic expression possible in the print medium.
- Kristin Adamciewicz, Stephanie Cook and Marjorie Tucci, students in the University's graduate program in Speech-Language Pathology, made scholarly presentations at the annual convention of the American Speech-Language-Hearing Association held in November 2002 in Atlanta, GA. Their topics were, respectively: "AAC Levels of Evidence;" "AAC Performance: The Elements of Average Communication Rate;" and "AAC Evidence-Based Practice Using Automated Performance Monitoring Tools."
- Sociology major Sam Cluster was awarded first place in the Pennsylvania Sociological Society's student paper competition in fall 2002.

- Nanette Grygier, a student in the Master of Arts in Social Sciences program, was selected from a highly competitive field of applicants from across Pennsylvania for one of the few summer internships available through the Pennsylvania Historical and Museum Commission. As a participant in the University's World War II Oral History Documentary Project, she collected oral histories and conducted research in the archives of Erie and Crawford counties, as well as in the National Archives in Washington, D.C. Nan interned at the Erie Maritime Museum during summer 2003.
- Melissa Hamilton was recognized as an outstanding Social Work student at the Northwest Division, Pennsylvania Chapter-National Association of Social Workers Annual Awards luncheon in March 2003. Melissa graduated in May *Magna Cum Laude* with a Bachelor of Science in Social Work and a University Honors Program diploma.
- Pamela Pinney was awarded the Social Work Student of the Year Award. The Social Work Department gives this award to the student they feel has contributed the most toward the profession.
- Michael Steigerwald presented a paper titled "The Lightning Brigade: The importance of technology and leadership in battle," at a Civil War Symposium held at Troy State University in Alabama in February 2003. Michael is majoring in English.

School of Science, Management and Technology

- Jeffrey Law was one of 17 students from throughout the U.S. selected to complete an internship at Harvard Forest Long-Term Ecological Research Site. Jeff graduated *Cum Laude* with a Bachelor of Science in Biology and will pursue graduate studies at Texas Tech University.
- David E. Moore, a May 2003 Edinboro graduate in Mathematics, gave a presentation on introducing the Vedic System of mathematics into western schools to the Allegheny Mountain Section of the Mathematical Association of America. David is now a graduate student in Secondary Education at the University.
- Elizabeth Neal delivered an oral presentation at the Freshwater Mussel Conservation Society Symposium in Durham, North Carolina, in March 2003. In May, she received a Bachelor of Science in Biology *Summa Cum Laude*, with a minor in environmental studies.

School of Education

- Carey Brosig, Jason Brown, Amy Hall, Michael Mohny, Lindsay Roberts and Erin Scully were designated National Science Foundation Teaching Scholars by the Collaborative for Excellence in Teacher Preparation in Pennsylvania. CETP-PA is a consortium of universities in the State System of Higher Education that is funded through a grant from the National Science Foundation with the goal of enhancing the preparation of mathematics and science teachers. Each Teaching Scholar will receive a scholarship of \$2,000 for fall 2003, with the possibility of renewal for the spring semester.
- Lindsay Reppert, a Health and Physical Education major who is completing the Health Promotion track, received an award for Outstanding Undergraduate in Health Education/Health Promotion from the American Association for Health Education at the national conference of the American Alliance for Health, Physical Education, Recreation, and Dance, held in April 2003 in Philadelphia.

Athletic Accomplishments

- Athletic Director Bruce Baumgartner was named one of two Americans who will be among the first class of inductees into the FILA International Wrestling Hall of Fame. The induction ceremony will take place at the Freestyle World Championships in New York City in September. Bruce is the winner of 13 world-level medals, including 4 Olympic medals. He was inducted into the National Wrestling Hall of Fame last summer.



Stephanie Burner

- The volleyball team finished with a 26-9 record, advancing to the NCAA Division II Elite Eight for the fourth time in head coach Lynn Theebs' nine seasons. Along the way Theebs picked up her 200th win at Edinboro. Edinboro appeared in the Atlantic Regional for the seventh straight year. Junior middle hitter Ashley Walton was accorded AVCA All-America honors, the first volleyball player ever at Edinboro to earn the award. Senior Stephanie Burner was named the Nancy Acker Award winner, symbolic of the top senior female student-athlete at Edinboro.

- Doug Watts' cross country program maintained its amazing success rate. The men's harriers won their 11th straight East Regional and PSAC Championships, while the women's team came away with its fifth straight PSAC crown. Watts was recognized as the PSAC Men's Coach of the Year, with Ryan Coon named the PSAC Men's Rookie of the Year. That success continued in the spring, as Aaron Rowe repeated as a two-time All-American at the NCAA Division Track & Field National Championships. Rowe placed second in the 10,000 meters and was third in the 5,000 meters. Kelly Richards joined Rowe as an All-American, finishing seventh in the 3,000-meter steeplechase. In a fitting tribute, Watts was inducted into the Edinboro University Athletic Hall of Fame in April.

- The Fighting Scot football team finished with a 5-6 record, as eight players earned All-PSAC West accolades. Leading the way was punter Sean McNicholas, who set a school record while finishing second in Division II in punting average (44.2 yards). McNicholas became Edinboro's first AFCA All-American and Associated Press Little All-America since the mid-1990's. After playing in the Cactus Bowl, the annual Division II All-Star Game, and the Paradise Bowl, McNicholas signed as a free agent with the NFL's New York Jets. He was also named Edinboro's Sox Harrison Award winner.

- The women's soccer team failed to earn its second straight PSAC Playoff berth, but finished with a 9-5-4 record while completing the season with a seven-match unbeaten streak. It marked the third straight winning season. Kim Liwush was a first team All-Northeast Region choice for the second straight year, in addition to earning All-PSAC honors for the third consecutive campaign.

- Both the men's and women's basketball teams surprised the experts by earning PSAC playoff spots.

Each team was selected fifth in the PSAC preseason coaches polls, but the men finished with a 17-11 record, good for second place in the PSAC West, while the women finished third in the West and were 16-12 overall. On the men's side, head coach Greg Walcavich picked up his 400th career victory and 250th at Edinboro thanks to the efforts of All-PSAC first team performers Rob Sims and Jakim Donaldson. The women's team featured two of the most prolific scorers in the Western Division, with Lachelle Crawl averaging 19.4 ppg., second in the league. Krystal Henson concluded her career with 1,263



Aaron Rowe

points and holds virtually every three-point shooting record. Crawl earned first team All-PSAC West accolades, while Henson landed on the second team for the second straight year.

- Wrestling's string of All-Americans continued thanks to an impressive showing at Nationals by Matt R. King. The junior finished fourth at 165 lbs. He was one of many standout grapplers for a Fighting Scots team that overcame a youthful lineup to win the Eastern Wrestling League and PSAC Championships for the fifth time in the last six years. David Shunamon and Cory Ace both completed brilliant careers with over 100 wins. Head coach Tim Flynn was named the EWL and PSAC Coach of the Year, while King was recognized as the PSAC Wrestler of the Year. In addition, Shawn Bunch was named the Most Outstanding Wrestler at the EWL Championships.

- The softball team rebounded from a disappointing season in 2002 to finish at 16-22. Center fielder Tara Frantz earned All-PSAC and All-Mid-Atlantic Region honors.

- The wheelchair basketball team finished fifth at the College Nationals and was 21-21 in their first season as an NCAA-sponsored sport at Edinboro.

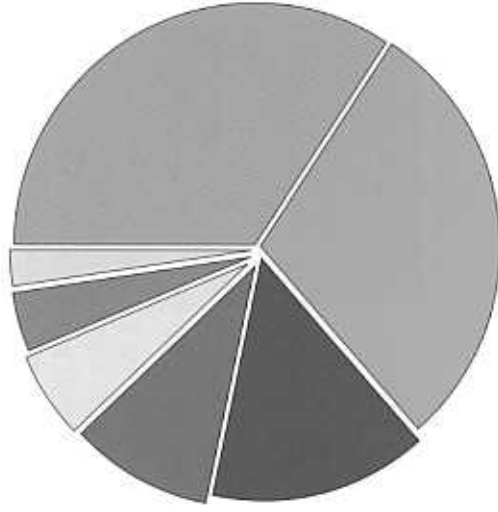


Matt R. King

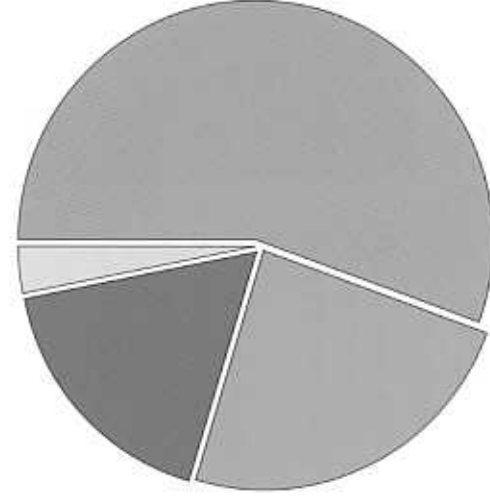
Financial Statement

The financial information below summarizes the University's schedule of revenues, expenses, and changes in net assets for Fiscal Year 2002.

■ State Appropriations	\$ 33,159,989
■ Net Tuition and Fees	28,483,272
■ Grants and Contracts	14,225,360
■ Auxiliary Enterprises	9,282,518
■ Commonwealth Capital Assets Additions	5,634,752
■ Other Revenues	3,826,309
■ Investment Income	2,321,749
Total Revenue	\$ 96,933,949



■ Salaries and Wages	\$ 50,266,937
■ Operating Expenses	21,739,261
■ Benefits	15,558,309
■ Utilities	2,870,608
Total Expense	\$ 90,435,115
Increase in Net Assets	\$ 6,498,834



This summary represents a partial presentation of the University's audited financial statements for Fiscal Year 2002.

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There is one student vacancy on the Board.