

MINUTES OF THE RC MANAGERS MEETING

October 16, 2014

9:00 a.m. – Noon, 107/108 Eagle Commons

Present: B. Bailey, L. Campbell, P. Fackler, J. Geiger, D. Katis, T. Latour, C. McAleer, R. Nowaczyk, T. Pfannestiel, S. Puleio, T. Varsek, and K. Whitney. Also attending were Ray Moneta for Item#1, Juanice Vega for Phil Frese, and Dot Allio for Harry Tripp.

Minutes

The minutes of the RC Managers' Meeting of September 11, 2014, were approved as drafted.

Agenda Items

1. 2013-2014 Performance Results

R. Moneta reviewed preliminary results of Clarion University's 2013-2014 performance on the Performance Indicators. He began by reviewing those indicators on which the university was not expected to earn funds and reasons why Clarion did not meet various targets. He noted that for Indicator 1.A. (Degrees Conferred), the PASSHE had set unrealistic benchmarks given the System-wide enrollment decline. R. Nowaczyk agreed that PASSHE needed to rethink measures related to enrollment. K. Whitney asked about getting points for those students who had already completed the required number of credits for an associate degree. B. Bailey noted the need for proactive advising by faculty to let students know that they, in fact, qualified for an associate degree. K. Whitney asked that R. Nowaczyk and the Deans give consideration to strategies in this area.

R. Moneta noted that additional indicators on which Clarion did not meet targets were 6.A. (Closing the Transfer Achievement Gap for Pell Recipients), 6.B. (Closing the Transfer Gap for URM Students), 1.B.2. (Closing the Freshman Access Gap for URM Students), and 2.A. (Percent of Full-Time Tenure/Tenure-Track Faculty who are Nonmajority Persons). He agreed to provide the exact numbers that would have been needed to close those gaps.

R. Nowaczyk noted the need for a report from Rogers Laugand on URM transfers. He agreed to discuss with the Deans curriculum development for areas of study that would be attractive to people of color. K. Whitney asked that R. Nowaczyk and the Deans also consider the university's desired faculty profile. Also discussed was the need to examine the profile of Clarion's on-ground and on-line students and goals for that profile. K. Whitney noted that the assessment of on-line learning was another important consideration. R. Moneta noted the decline in Clarion's MSLS online enrollment. R. Nowaczyk indicated his hope that the department's new connection with COBAIS will

help to revive the program. R. Nowaczyk also shared his belief that the new Inquiry Seminars would help to raise student awareness of the nature and value of HIPs and thereby enhance Clarion's performance on Indicator 12.B. (Percent of seniors who participated in at least one HIP).

K. Whitney indicated that RC Managers should let her know if they wanted any follow-up discussion on Performance Funding issues.

ACTION: R. Moneta will provide the exact numbers of students needed to close the gap on Performance Indicators 6.A, 6.B., 1.B.2., and 2.A.

ACTION: R. Nowaczyk and the Deans will discuss the following:

- a. **Strategies for increasing university performance on Performance Indicator 1.A. (Degrees Conferred) through earning points for associate degrees**
- b. **Curriculum development for areas of study attractive to people of color**
- c. **The university's desired faculty profile**
- d. **Assessment of on-line learning**
- e. **On-ground and on-line student profile**
- f. **Increasing student awareness of HIPs.**

ACTION: R. Nowaczyk will look into a report from Rogers Laugand on URM transfers.

2. Update on Athletics Plan

K. Whitney noted that all RC Managers had a stake in the success of the Athletics Plan in terms of its contribution to enrollment and impact on Title IX compliance. D. Katis acknowledged the efforts of H. Tripp, W. Snodgrass, and D. Allio in the development of the plan.

Reviewing a handout/update on the plan, D. Katis highlighted funding recommendations of the Athletics Task Force, including the replacement of the equipment manager who was leaving the university in December and sports information director, who was expected to retire. He noted the importance of the equipment manager in properly handling student-athlete laundry to protect against MRSA and other infections. D. Katis also noted the recommendations to add a coach in Cross Country and a Women's Lacrosse program, invest \$150,000 for scholarships in four selected athletics programs, increase funding for Athletics from the Clarion Student Association, and invest \$5 million over a period of time to upgrade current athletic facilities.

P. Fackler suggested establishing a model in which coaches' contracts were tied to the achievement of certain enrollment targets. D. Katis noted problems with such an approach due to caps on the number of athletes in certain male sports.

K. Whitney asked J. Geiger to speak with H. Tripp about the plan's recommendation that university alumni be challenged to raise \$75,000 annually for athletic scholarships. She noted her need to be convinced that it was possible to raise the recommended amount. She noted her efforts to revise the PASSHE's policy related to funds that can be counted as athletic scholarships. She also indicated that she had asked PASSHE if they would cover capital requirements related to Title IX compliance.

D. Katis noted that the expansion of Clarion's sports would be impacted by Title IX requirements that a survey of student interest be conducted. K. Whitney indicated that she wished to review the survey instrument before it was released.

Also discussed was the Task Force recommendation to invest \$120,000 for athletic scholarships to maintain proportionality, with RC Managers wanting to know the source of those funds. D. Katis noted that W. Snodgrass could address that question and D. Allio promised to get the answer to K. Whitney and P. Fackler.

J. Geiger asked about the nature and timing of press releases on the implementation of the plan. K. Whitney noted her need for a recommendation on the source of funds from H. Tripp and P. Fackler prior to the release of information.

ACTION: J. Geiger will speak with H. Tripp about the Athletics Plan recommendation that university alumni be challenged to raise \$75,000 annually for athletic scholarships.

ACTION: D. Katis will ensure that K. Whitney reviews the survey of student interest in sports prior to its release.

ACTION: D. Allio will ensure that an answer to the question of source of funds for the recommendation investment of \$120,000 in scholarships to maintain proportionality is provided to K. Whitney and P. Fackler.

3. Scholarship Proposal

R. Nowaczyk noted the need to get scholarship offers at the level of \$1,000 out to prospective students sooner than had been done in the past. He asked the Deans to tell him where they had capacity in strategic areas such as STEM and health sciences. J. Geiger noted that he would consider how best to leverage the information on scholarship availability in press releases.

B. Bailey noted the efforts of Education faculty to identify additional dual certifications for which scholarships would be available. C. McAleer noted the desire of the CSD department to do a dual certification with Modern Languages to recruit students from the Lancaster and Philadelphia areas.

4. FY13-14 Audited Financials

P. Fackler noted that PASSHE had not yet completed its audit of the university's budget for year ended June 30, 2014. He indicated that the auditors' report would be presented to the Council of Trustees at their November 20, 2014 meeting. He further noted that the FY13-14 Audited Financials would be emailed to the RC Managers.

ACTION: P. Fackler will email the FY13-14 Audited Financials to the RC Managers.

5. Budget Handouts

P. Fackler shared copies of a report on the university's FY15 budget that had been prepared for the Council of Trustees. He noted that the document was also available online on the Financial Planning webpage. He further noted that he would welcome invitations to meet with departments within the RCs to enhance understanding of the budget.

T. Varsek distributed several handouts. She reviewed one that showed the reconciliation of the FY14 Budgeted Reserve to the FY14 RC Tuition and ISF Actual Budget. She noted that a decision would be needed on the allocation of \$611,590 in funds held in reserve for FY14.

C. McAleer asked about the budget for the Venango College Executive Dean search. K. Whitney advised that C. McAleer, P. Fackler and T. Varsek meet to address the question.

T. Varsek reviewed two additional handouts showing the FY14 RC Actual Revenue and Expenditures and FY14 RC Carryforward Analysis. T. Pfannestiel asked about the impact of academic reorganization on Academic RCs. R. Nowaczyk noted that while RC Managers needed to be aware of departmental differences, they should focus on what made sense for the RC as a whole. P. Fackler suggested that negotiation should occur within RCs to determine what was reasonable.

T. Varsek noted again the need for a decision on the reconciliation of the FY14 Budgeted Reserve of \$611,590. R. Nowaczyk indicated that he was working with the Deans to reach a decision by the next day (October 17).

ACTION: C. McAleer, P. Fackler, and T. Varsek will meet to talk about the budget for the Venango College Executive Dean search.

ACTION: R. Nowaczyk will work with the Deans to reach a decision on the reconciliation of the FY14 Budgeted Reserve of \$611,590 by October 17.