

**Board of Governors
of the
Pennsylvania State System of Higher Education**

Meeting Minutes

139th Meeting
Thursday, July 17, 2008
Boardroom, First Floor
Administration Building
2986 North Second Street
Harrisburg, PA 17110-1201

9:00 a.m.

ATTENDING

Board of Governors:

Representative Matthew E. Baker
Ms. Marie Conley Lammando
Ms. Donna Cooper (designee for Secretary Gerald L. Zahorchak)
Mr. Paul S. Dlugolecki
Representative Michael K. Hanna
Senator Vincent J. Hughes
Mr. Kenneth M. Jarin (*Chair*)
Mr. Kim E. Lyttle
Mr. Joshua A. O'Brien
Mr. C.R. "Chuck" Pennoni
Mr. Guido M. Pichini
Mr. Aaron A. Walton

Mr. John M. Brinjac (designee for Governor Edward G. Rendell), Mr. Daniel P. Elby, and Ms. Christine J. Toretta were absent.

Senator James J. Rhoades was represented by Ms. Debra Gentzler.

Office of the Chancellor:

Jacqueline Barnett, Esquire
Mr. James S. Dillon
Dr. Peter H. Garland
Mr. Thomas M. Krapsho

Also in attendance for participation or in support of Committee and Board activities from the Office of the Chancellor: Ira Blake, Ginger Coleman, Steve Dupes, Jamie Ferris, Rita Frealing-Shultz, Audrey Guistwhite, Kathleen Howley, Lois Johnson, Kenn Marshall, Jeff McCloud, Jim Moran, Michael Mottola, Lisa Sanno, Angela Smith-Aumen and Bonnie Westhafer.

University Presidents in attendance: Angelo Armenti, Jr., Tony Atwater, Jeremy D. Brown, F. Javier Cevallos, Robert J. Dillman, Joseph P. Grunenwald, Michelle R. Howard-Vital, Linda L. Lamwers, Maravene S. Loeschke, Francine G. McNairy, Keith T. Miller, William N. Ruud, Robert M. Smith and David L. Soltz.

Chairman Jarin called the meeting to order at 9:15 a.m. He noted that several Board members were participating by telephone and a roll call vote would be taken for all action items. Attendance taken at the direction of the Chairman failed to yield a quorum of the Board. Informational items were presented until the Board established a quorum.

The Pledge of Allegiance was recited by those in attendance.

APPROVAL OF THE MINUTES OF THE APRIL 10, 2008 MEETING

Chairman Jarin noted that the minutes of the **APRIL 10, 2008** meeting were distributed prior to the meeting. The Chairman moved **THAT THE MINUTES OF THE APRIL 10, 2008 MEETING BE APPROVED**. The motion passed unanimously.

REMARKS OF THE CHAIR

Chairman Jarin welcomed fellow Board members, University Presidents, staff and guests to the Board of Governors' meeting. The Chairman welcomed Dr. Cavanaugh to his first meeting as PASSHE's third Chancellor. He stated that much had been accomplished in the short time since the Chancellor arrived and he believes he will be very successful and will lead PASSHE and its universities to even higher levels of achievement.

Chairman Jarin thanked the General Assembly—particularly Senators Hughes and Rhoades and Representatives Baker and Hanna as well as Paul Dlugolecki—for their work to secure the level of funding proposed by Governor Rendell and not a reduced level as many other budget lines were. He stated that while their work was not easy, the fact that policymakers recognize the hard work done by our universities—particularly our university presidents—makes it easier to support the appropriations made to PASSHE.

The Chairman noted that during the year, PASSHE will be celebrating the 25th anniversary of its creation—July 1, 1983. Chairman Jarin thought that it was only fitting to take a look back and review some of the things that have been accomplished to see how far we have come: Enrollment has grown from almost 82,000 students in Fall 1983 to over 110,000 in Fall 2007, an increase of more than 35 percent. Women comprise 59 percent of our student population today compared to 55 percent in 1983. As was the case 25 years ago, nearly 90 percent of PASSHE students are Pennsylvania residents.

- The percentage of minority students enrolled has nearly tripled, increasing from about four percent of the student population in Fall 1983 to 11.4 percent in Fall 2008, an increase of more than 9,000 students.
- Approximately 450,000 degrees have been awarded by the 14 PASSHE universities over the last 25 years, increasing from about 13,000 each year to more than 23,000 annually.
- The number of living PASSHE alumni has grown from about 300,000 25 years ago to more than 617,000 today. PASSHE alumni living in Pennsylvania have doubled from about 200,000 to more than 405,000.
- In 1983, only eight percent of PASSHE employees were minorities. Today, minorities comprise approximately 16 percent of all employees. About 38 percent of PASSHE employees in 1983 were women. That number has increased to slightly more than 50 percent today.
- PASSHE today manages 913 buildings with a replacement cost estimated at \$7.3 billion compared to 698 buildings that would have cost approximately \$1.6 billion to replace in 1983.

While much has changed, much has remained the same. PASSHE continues to provide the most affordable four-year education in the Commonwealth, even as the quality of our universities and their programs grow each year.

Chairman Jarin noted that today will be the last regular Board meeting for Joshua O'Brien. He will be graduating from Bloomsburg University next month. He stated that he has been a strong advocate for the System generally and for students specifically. Chairman Jarin wished him well.

Chairman Jarin also recognized the departure of a number of senior staff in the Office of the Chancellor—Vice Chancellors Krapsho and Yazdi and Chief Counsel Cooper—who have been instrumental in many important accomplishments over the past several years.

The Chairman acknowledged the six university student government presidents who were interviewed to fill the three vacant student seats on the Board:

- Larry Brink—Slippery Rock University
- George Bush—Cheyney University
- Jessica Carson—Indiana University
- Ryan Jerico—California University
- Michael Quick—East Stroudsburg University
- Ray Ryan—Shippensburg University

Chairman Jarin reported that the Board met in Executive Session from 3:15 p.m. to 3:35 p.m. on Wednesday, July 16 for the purpose of discussing personnel matters.

Chairman Jarin called on Chancellor John C. Cavanaugh for his report.

REPORT OF THE CHANCELLOR

Chancellor Cavanaugh welcomed those in attendance. He stated that it is an honor and privilege to be chosen to serve as the third Chancellor of the PA State System of Higher Education, one of the premier systems of public higher education in the country. The Chancellor looks forward to working closely with the Board of Governors, Councils of Trustees, University Presidents, staff and other constituencies.

Chancellor Cavanaugh will visit the 14 campuses to learn first-hand about the challenges and opportunities that face the universities. He plans to build on the successful programs and policies already in place and to find ways to advance the universities to the next level of excellence.

The Chancellor mentioned the need for innovative and comprehensive partnerships, more on-line educational courses, global choices, and establishing a PASSHE presence in Washington. The Chancellor spoke about the more than 250 degrees and certificates that PASSHE offers and the 120 areas of study. He noted that the majority of programs have been accredited and are taught by faculty who are leaders in their field. Chancellor Cavanaugh commended the Board, university presidents, faculty and staff on keeping tuition increases to a minimum while continuing to offer high-quality and affordable education for our students. He is committed to ensuring that the educational value for our students is the very best possible.

Chancellor Cavanaugh's written report to the Board is attached (Attachment #1). The report includes highlights of University accomplishments, fundraising grants and awards, student and faculty achievements and university and community partnerships.

PUBLIC COMMENTS

Dr. Steve Hicks, newly appointed president of APSCUF, addressed the Board. He offered congratulations and extended best wishes to Chancellor Cavanaugh on behalf of the faculty and coaches. Dr. Hicks spoke about issues of interest and concern for APSCUF. He stated that he looks forward to working with the Board and Chancellor Cavanaugh in the coming year.

Prince Muhammad-El, former student government president at Cheyney University along with a former student and the father of a prospective student, addressed the Board expressing concerns about Cheyney University.

Sharon Thomas, a recent graduate from Mansfield University, read a letter of thanks and appreciation to the Board. Ms. Thomas was a recipient of a Board of Governors' Scholarship that made it possible for her to attend college and earn a Bachelor of Science degree in Communication.

COMMITTEE REPORTS WITH RELATED ACTIONS

A. Academic and Student Affairs Committee

Mr. Walton presented the report on behalf of the Academic and Student Affairs Committee. The Committee reviewed three information items: a Summary of Academic Program Actions for the 2007-08 Academic Year; a presentation on the DoD Robotics Curriculum Contract at California University of Pennsylvania that is sponsored by the U.S. Department of Defense in conjunction with the Carnegie Mellon University National Robotics Academy; and, a presentation on Slippery Rock University's adapted physical activity program that is designed to develop teachers and other professionals to work with persons with disabilities of all ages.

There were no action items to report.

B. Advancement Committee

Ms. Conley Lammando presented the report on behalf of the Advancement Committee. The Committee received information on recent legislative activity and related issues. There were no action items to report.

C. Audit Committee

Mr. Pichini presented the report on behalf of the Audit Committee. The Committee reviewed the Internal Review Group's 2007-08 Annual Report and approved the Internal Review Group's Annual Work Plan for 2008-09, and the 2008-09 proposed budget and staffing level.

D. Finance, Administration, and Facilities Committee

Mr. Pichini presented the report on behalf of the Finance, Administration, and Facilities Committee. The Committee reviewed three information items. Mr. Pichini noted that the Committee has seven items to recommend to the Board for approval. Four of the action items were deferred for the full Board vote.

Mr. Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE ATTACHED ALLOCATION OF FUNDS FROM PASSHE'S FISCAL YEAR 2008/09 PROGRAM**

INITIATIVES LINE ITEM (Attachment #2). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE FOLLOWING ALLOCATION OF FUNDS FROM PASSHE'S FISCAL YEAR 2008/09 E&G APPROPRIATION** (Attachment #3). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

| Item | Amount |
|---|-------------|
| APSCUF Professional Development Fund | \$150,000 |
| APSCUF New Tenure-Track Faculty Professional Development Fund | \$50,000 |
| SCUPA Professional Development Fund | \$75,000 |
| Dixon University Center Academic Programs | \$1,400,000 |
| System Reserve | \$215,000 |
| McKeever Environmental Learning Center | \$365,332 |

Mr. Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE THE FISCAL YEAR 2008/09 TUITION RATES IN ATTACHMENT 1 AND TECHNOLOGY TUITION FEE RATES IN ATTACHMENT 2** (Attachment #4). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Pichini moved **THAT THE BOARD OF GOVERNORS APPROVE AMENDMENTS TO BOARD OF GOVERNORS' POLICY 1999-02-A: TUITION, AS REFLECTED IN ATTACHMENT 1** (Attachment #5). Chairman Jarin requested that a roll call vote be taken. The motion passed unanimously.

Mr. Pichini asked the Board to consider the following motions as a group.

Mr. Pichini moved **THAT THE BOARD OF GOVERNORS:**

APPROVE CALIFORNIA UNIVERSITY'S PROPOSED NEW PARKING FACILITIES, FUNDED WITH FUTURE BOND FINANCING.

APPROVE KUTZTOWN UNIVERSITY'S REQUEST TO CONVERT 16,132 SQUARE FEET OF AUXILIARY SPACE TO E&G SPACE.

APPROVE WEST CHESTER UNIVERSITY'S REQUEST TO REALLOCATE \$6 MILLION OF COMMONWEALTH CAPITAL FUNDS APPROVED IN THE FISCAL YEAR 2006/07 CAPITAL SPENDING PLAN TO BEGIN INSTALLING GEOTHERMAL SYSTEMS FOR CAMPUS HEATING AND COOLING.

Chairman Jarin requested that a roll call vote be taken. The motions passed unanimously.

E. Human Resources Committee

Ms. Conley Lammando presented the report on behalf of the Human Resources Committee. The Committee has two items to recommend to the Board for approval.

Ms. Conley Lammando asked the Board to consider the following motions as a group.

Ms. Conley Lammando moved **THAT THE BOARD OF GOVERNORS:**

RATIFY THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION AND THE STATE COLLEGE AND UNIVERSITY PROFESSIONAL ASSOCIATION (SCUPA) (Attachment #6).

RATIFY THE COLLECTIVE BARGAINING AGREEMENT NEGOTIATED AND THE MEMORANDUM OF UNDERSTANDING DISCUSSED BETWEEN THE PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION AND OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION OPEIU HEALTHCARE PENNSYLVANIA, LOCAL 112 (Attachment #7).

Chairman Jarin requested that a roll call vote be taken. The motions passed unanimously.

F. Executive Committee

Chairman Jarin presented the report on behalf of the Executive Committee. The Committee has one item for Board approval.

Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE MEETING DATES AND HOLD DATES FOR CALENDAR YEAR 2011 AS INDICATED IN THE ATTACHED BOARD OF GOVERNORS' MEETING CALENDAR (Attachment #8).** The motion passed unanimously.

BOARD ACTION

Mr. Dlugolecki reported on behalf of the Nominating Committee. The Committee recommended a slate of officers for 2008-09: Mr. Kenneth Jarin, Chairman; Mr. C. R. "Chuck" Pennoni, Vice Chair; and, Mr. Aaron A. Walton, Vice Chair.

Mr. Dlugolecki moved that the **BOARD OF GOVERNORS ACCEPT THE RECOMMENDATIONS OF THE NOMINATING COMMITTEE.** The motion passed unanimously.

Mr. Walton read into the record a resolution honoring the contributions of Joshua A. O'Brien. Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION (Attachment #9).** The motion passed unanimously.

Chairman Jarin read into the record a resolution honoring the contributions of Jeffrey Cooper, Chief Counsel to PASSHE. Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION** (Attachment #10). The motion passed unanimously.

Ms. Conley Lammando read into the record a resolution honoring the contributions of Thomas M. Krapsho. Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION** (Attachment #11). The motion passed unanimously.

Mr. Pichini read into the record a resolution honoring the contributions of Khalil Yazdi. Chairman Jarin moved **THAT THE BOARD OF GOVERNORS APPROVE THE RESOLUTION** (Attachment #12). The motion passed unanimously.

ANNOUNCEMENT

Chairman Jarin announced that the House of Representatives and the Senate have sent Proclamations recognizing PASSHE's 25 years of service to the Commonwealth. A committee has been formed to work on events and activities that will take place during the year.

Chairman Jarin announced that the next quarterly Board of Governors' meeting is scheduled for October 22-23, 2008.

ADJOURNMENT

There being no further items of business to come before the Board, the Chairman adjourned the meeting at 12:15 p.m.

ATTEST:

Peter H. Garland
Secretary to the Board

**Highlights from the
Pennsylvania State System of Higher Education (PASSHE)
July 17, 2008**

The U.S. Department of Education has awarded the **Pennsylvania State System of Higher Education** (PASSHE) a six-year, \$18 million grant to help students in the Allentown, Harrisburg and Philadelphia school districts prepare for and succeed in college. The grant was awarded under the department's GEAR UP Program - Gaining Early Awareness and Readiness for Undergraduate Programs. It is PASSHE's second GEAR UP grant. The State System received a five-year, \$12.5 million grant in 2002. The new grant will assist approximately 3,700 students from the three urban school districts. The students will begin the program in seventh grade and will receive services through their graduation from high school.

***University Accomplishments
and Other Noteworthy Activities***

Bloomsburg University of Pennsylvania's theatre arts program has received initial accreditation from the National Association of Schools of Theatre. The accreditation is for five years. There are approximately 150 accredited programs nationwide.

Indiana University of Pennsylvania's Health and Physical Education Department's exercise science program has been awarded initial five-year accreditation by the Commission on Accreditation of Allied Health Education Programs. It is one of 10 accredited undergraduate programs in the nation, according to the commission, which is the largest programmatic accrediting body in the allied health sciences. Accreditation signifies compliance with nationally established standards and recognizes the program's emphasis on practical application of classroom learning, tracking outcomes and following students past graduation.

Lock Haven University of Pennsylvania has been notified that its chemistry program meets the standards and guidelines established by the American Chemical Society's Committee on Professional Training. The Lock Haven program will be added to the roster of nearly 600 institutions offering ACS-approved programs in chemistry. The approval came at the conclusion of a four-year review process.

Clarion University of Pennsylvania's Health Science Education Center (HSEC) is the first facility in the nation to be accredited by the Accreditation Commission for the National Association of Health Education Centers (NAHEC). NAHEC accreditation demonstrates that Clarion's HSEC meets standards of health education measured against programs from across the country. Clarion's HSEC, one of only four in Pennsylvania, was established in 2002 to expand health education opportunities in Clarion, Venango, Armstrong, Butler, Elk, Forest and Jefferson counties. The primary goal of the center, which is partially funded by the state Department of Health, is to provide health education programs for school-aged students living within a 40-mile radius of the center.

Edinboro University of Pennsylvania's peer tutoring program has been certified by the College Reading and Learning Association, a group of student-oriented professionals in the fields of reading, learning assistance, developmental education and tutorial services at the college level. The certification process sets a standard of skills and training for tutors.

Cheyney University of Pennsylvania has joined a national effort designed to encourage more African-American males to become teachers. The program, named MISTER – Mentors Instructing Students Toward Effective Role Models – is supported by the state Department of Education. Cheyney is one of only four Historically Black Colleges and Universities (HBCUs) to participate in the program, which began at South Carolina's Clemson University. The mission of the program is to increase the pool of available teachers from a broader, more diverse background, particularly among the lowest-performing elementary schools.

Shippensburg University of Pennsylvania President William N. Ruud has been appointed to a three-year term to the American Council on Education's Commission on Effective Leadership. The commission provides guidance for the ongoing development of the Center for Effective Leadership's programs and directs new initiatives to foster institutional effectiveness.

Slippery Rock University of Pennsylvania's Council of Trustees has approved a student proposal calling for establishment of a Green Fund to support environmental initiatives on campus and in the community. The SRU plan is among a growing trend on college campuses across the United States to expand student involvement in on-campus and community "green projects." Students voted 1,548 to 246 in favor of creating the fund as part of a spring, campus wide vote.

Slippery Rock University's Student Government Association Preschool and Child Care Center has been asked by the state Department of Education to allow publication of its preschool curriculum and daily schedule as a model for others. The materials will be available on the department's web site. The curriculum was developed and is being implemented by center director Lisa Ringer, assistant director Katie Stanley and head teacher Julia Parenti.

Millersville University of Pennsylvania in June hosted a two-day conference on school violence for teachers, principals, superintendents, school counselors and psychologists, as well as school safety officials, law enforcement personnel and university faculty. The conference was sponsored by the university's School of Education and Verizon.

East Stroudsburg University of Pennsylvania's new science and technology center will open this fall. The \$41 million facility will include state-of-the-art laboratories and classrooms, an observatory and planetarium, a wildlife museum and an auditorium. A ribbon-cutting ceremony will be held September 26.

Mansfield University of Pennsylvania's concert choir, under the direction of Dr. Peggy Dettwiler, won the gold medal in the spiritual and gospel open category at the fifth World Choir Games held in Graz, Austria. The *Mansfieldians*, a select 12-member ensemble of concert choir members directed by Dr. Sheryl Monkeliën, won first place in the jazz vocal ensemble a cappella category. With its slogan "Singing together brings nations together," the World Choral Games featured more than 20,000 singers in 441 choirs from 93

countries. Overall, the Mansfield groups earned six gold medals in both qualifying and final rounds.

Slippery Rock University of Pennsylvania captured the 2007-08 Dixon Trophy as the most successful all-around athletic program in the Pennsylvania State Athletic Conference (PSAC). ***West Chester University of Pennsylvania*** finished second in the 13th annual competition and ***California University of Pennsylvania***, third; ***Kutztown University of Pennsylvania***, fourth; and ***Indiana University of Pennsylvania***, fifth. The Dixon Trophy is named after F. Eugene Dixon, Jr., former chairman of the Board of Governors of Pennsylvania State System of Higher Education. It is awarded annually to the PSAC member institution that accumulates the most points based on results of conference playoffs and/or regular-season records. Each institution's point total is calculated by adding its top six men's finishes and top six women's finishes in 21 conference sports.

California University of Pennsylvania, whose teams won five NCAA Division II Regional championships and boasted numerous individual All-Americans, finished eighth among all Division II schools in the U.S. Sports Academy's Directors' Cup competition. The finish was the highest among Pennsylvania State Athletic Conference members. In all, five PSAC schools finished among the Top 50: ***West Chester University*** finished 12th; ***Slippery Rock University***, 26th; ***Bloomsburg University***, 28th; and ***Edinboro University***, 47th.

Shippensburg University of Pennsylvania's women's rugby team won the Division II National Championship with a 47-0 victory over No. 1-ranked Minnesota-Duluth at the USA Rugby National Guard College Club Championships. The championship was held at Stanford University's Steuber Rugby Stadium.

Fundraising, Grants and Other Awards

Edinboro University of Pennsylvania expects to receive more than \$1.25 million in technical college program grants to train dozens of critically needed manufacturing engineering technicians over the next five years. The university initially will receive \$271,912 to enhance a training program leading to an Associate of Science degree in manufacturing engineering technology. Training will take place through Edinboro University and in concert with several other highly specialized post-secondary educational providers in the field and across industry.

West Chester University of Pennsylvania biologist Frank Fish is the co-recipient of a \$1.3 million research grant from the Office of Naval Research to develop a "biologically-inspired autonomous sea vehicle." He will work in conjunction with researchers from the University of Virginia and Princeton University.

West Chester University's Nursing Department received a \$238,755 program development grant from the U.S. Department of Education.

Millersville University of Pennsylvania has received a \$500,000 gift from the estate of James C. Ebbert, a 1941 graduate of the school. The gift will fund scholarships for teacher education students, beginning with the fall 2009 semester.

Shippensburg University of Pennsylvania's Center for Juvenile Justice Training and Research will receive a \$493,160 grant for a risk-focused, violence and delinquency prevention project known as "Communities That Care." The grant was awarded by the Pennsylvania Commission on Crime and Delinquency (PCCD) as part of \$45 million in federal and state grants for programs that support law enforcement and crime fighting efforts, prevent juvenile delinquency and enhance services available to victims of crime.

Cheyney University of Pennsylvania chemistry professor Dr. Adedoyin Adeyiga has received a four-year, \$423,437 grant from the state Department of Health to collaborate with Children's Hospital of Philadelphia to investigate the use of in utero hematopoietic stem cell transplantation as a non-toxic therapy to treat Sickle Cell Disease.

East Stroudsburg University of Pennsylvania is seeking a \$200,000 Keystone Innovation Grant (KIG) to support the development of the Technology Transfer and Commercialization Resource Network. The network will provide a strategic and integrated approach to protecting intellectual property and advancing projects toward commercialization across the 14 PASSHE universities.

California University of Pennsylvania has received a \$125,000 grant from the Sarah Scaife Foundation to support its Government Agency Coordination Office. The office provides assistance to businesses that are interested in selling their products and/or services to government at all levels.

Kutztown University of Pennsylvania's Institute for Children's Environmental Health has received a \$45,000 grant from the state to assist in its mission to create solutions to protect children from environmental hazards.

University and Community Partnerships

Cheyney University of Pennsylvania is partnering with the Philadelphia Federation of Teachers Health & Welfare Fund to provide high quality professional development for prospective and practicing teachers at Cheyney's urban campus in Philadelphia. The partnership will provide professional development for prospective and practicing teachers designed to improve student achievement. A series of summer institutes will be held as part of the effort.

Kutztown University of Pennsylvania has entered into an agreement with Montgomery County Community College that will allow graduates of MCCC's health and fitness professional program to be admitted into KU's Bachelor of Science in leisure and sports studies program. The two schools also have a program-to-program agreement between MCCC's communication program and KU's electronic media program.

Lock Haven University of Pennsylvania's Small Business Development Center (SBDC) recently celebrated its 10th anniversary. Since starting operations in 1998, the center has worked with more than 1,000 clients, providing nearly 30,000 hours of consulting

assistance and resulting in the start-up, acquisition and/or expansion of 277 small businesses in Clinton and Lycoming counties.

Millersville University of Pennsylvania's Office of Global Education and Partnerships and the Education Foundations Department have teamed up with the University of Puerto Rico at Mayagüez to offer a two-week long Latino Language, Pedagogy and Culture Immersion Institute this summer at the University of Puerto Rico at Mayagüez. The institute is for school teachers and administrators and will offer intensive instruction in Spanish language; workshops on the history, geography and culture of Puerto Rico; the cultural dynamics of the classroom, the curriculum, the family and the community of Puerto Rican schools and children; and educational field trips to cultural sites and to local schools.

Student and Faculty Recognition

Clarion University of Pennsylvania graduate Heather Roberts of Oil City, who received her degree in history in May, has been accepted into the graduate program in ancient history at Indiana University–Bloomington. She will receive approximately \$250,000 of guaranteed support over five years. Indiana University has one of the premier history departments in the country and is the editorial home of the most prestigious history journals in the United States, “American Historical Review” and “Journal of American History.”

Indiana University of Pennsylvania graduate Gina Russo has been awarded a year-long Fulbright Scholarship to study in Shanghai, China. The award will allow Russo, who graduated in May from the Robert E. Cook Honors College, to do research on 1930s nationalism and education in Shanghai. She will be affiliated with East China National University and will be in China from September 2008 to May 2009.

Stephanie Janson of Erie, a student in **Lock Haven University of Pennsylvania's** physician assistant program, has been appointed a student representative to the U.S. Department of Health and Human Services Advisory Committee on Training in Primary Care Medicine and Dentistry. The committee was established in 1998 to make recommendations on policy, program development and other matters of significance concerning family medicine, general internal medicine, general pediatrics, general dentistry, pediatric dentistry and physician assistant programs.

Mansfield University of Pennsylvania's Chris Cummings was named the 2008 NCAA Division II National Scholar-Athlete of the Year by the U.S. Track & Field and Cross Country Coaches Association. Cummings maintained a 4.0 average in graduate classes after graduating last year with a 3.86 grade-point average in physics. He also recently was named the top male scholar-athlete in the Pennsylvania State Athletic Conference.

Cheyney University of Pennsylvania junior communications major Hana Wilder was named the top finalist in this year's PhillyAd Club Scholarship competition. She competed with 26 other finalists from area colleges and universities. Ms. Wilder will receive a \$5,000 scholarship and an internship at a communications firm in Philadelphia.

Bloomsburg University of Pennsylvania's *Spectrum* magazine placed first in statewide collegiate competition sponsored by the Pennsylvania Press Club. According to the judges' comments, *Spectrum* is "impressive both visually and in content." The magazine competed against collegiate newspapers and magazines in Pennsylvania.

West Chester University of Pennsylvania senior Dominic Frassinelli of Allentown won the 23rd Edward P. Zemprelli Collegiate Shootout, his second title in three years, shooting a one-round 70 on the Hershey Country Club's East Course. Frassinelli also won the event in 2006. Darryn Deshong of Chambersburg, a junior at **Millersville University of Pennsylvania**, and Cory Stelick of Groton, N.Y., a junior at **Indiana University of Pennsylvania**, tied for second, both shooting rounds of 71. Frassinelli earned \$3,000 for his university's general scholarship fund with the victory. The universities of each of the two second-place finishers will receive \$2,000 in scholarship funds.

Edinboro University of Pennsylvania Athletic Director Bruce Baumgartner, four-time U.S. Olympian in wrestling and two-time gold medalist, has been inducted into the U.S. Olympic Hall of Fame. Baumgartner is one of only eight U.S. Olympians to win medals in four different Olympiads. At the 1996 Centennial Olympic Games in Atlanta, Baumgartner was elected U.S. flag bearer and U.S. Olympic Team captain.

Bloomsburg University of Pennsylvania faculty members Samuel Slike and Pamela Berman received a 2008 International Distance Learning Award from the United States Distance Learning Association (USDLA) for their use of a virtual learning program that combines interactive technologies with traditional styles of instruction. They designed their courses specifically for the deaf and hard of hearing.

Mansfield University of Pennsylvania history and political science professor Andrew Gaskiewicz was selected for a fellowship at the West Point Summer Seminar in Military History. He was one of 30 fellows, 22 from the U.S. and eight from other countries, selected to participate in the three-week program, which is designed to help scholars increase their understanding of the study of war and military history.

Dr. Jane Bray, dean of the School of Education at **Millersville University of Pennsylvania**, has been appointed to the Commonwealth of Pennsylvania's Professional Standards and Practices Commission. The Commission is committed to providing leadership for improving the quality of education in the Commonwealth by establishing high standards for preparation, certification, practice and ethical conduct in the teaching profession.

Clarion University of Pennsylvania's head athletic trainer Jim Thornton received the College/University Athletic Trainers' Committee's Division II head athletic training of the year award during the National Athletic Trainers' Association convention held last month in St. Louis.

**Pennsylvania State System of Higher Education
Allocation of the Fiscal Year 2008/09 Program Initiatives Line Item**

Performance Funding.....\$9,970,000

The Board of Governors has recognized performance at PASSHE Universities for the last seven years through the Performance Funding Program. In 2007/08, the program was funded with \$29.0 million from the E&G appropriation and \$9.7 million from the Program Initiatives line item, for a total of \$38.7 million, equivalent to 8% of the E&G appropriation. At its October 2007 meeting, the Board of Governors approved continuing performance funding at this level in 2008/09, partially through the use of this line item. Performance funding provided through the Program Initiatives line item will be used to support specialized accreditation of professional programs and increase library holdings. If a University is fully accredited in all programs, funding can be used at the discretion of the president.

Shared Administrative System.....\$5,000,000

PASSHE is in the midst of implementing an integrated information system that will maximize student services, instructional support and administrative productivity. Continued funding for this project is necessary to support further implementation, additional functionality, upgrades to hardware and operating systems, and additional system capacity.

Economic Development\$1,868,000

PASSHE Universities are key partners for state and regional economic development. Their contribution to economic development is increasing human capital for tangible productivity and income benefits, and creating knowledge with commercialization potential. The Governor's Economic Stimulus Package has established programs to support collaboration among businesses and institutions of higher education, such as Keystone Innovation Zones (KIZ). Five PASSHE Universities are already partnering with KIZ. Additionally, Small Business Development Centers (SBDCs) are located at four PASSHE Universities, and business incubators have been established at five Universities. Continuation of funding for the economic development initiatives described below will enhance PASSHE's partnerships with the state and local communities to increase economic development throughout the Commonwealth.

- (1) *Internships (\$420,000)*—Presently, internship efforts at each University are inconsistent and relatively uncoordinated; the responsibility to identify internship opportunities often falls on individual faculty and students. Funding is needed for each University to develop a more systematic and coordinated approach to providing internship opportunities that will accommodate the demands of regional labor markets.
- (2) *Entrepreneurial Leadership Centers Initiative and Planning and Feasibility for University/Business Infrastructure (\$1,448,000)*—Funding is sought to develop Entrepreneurial Leadership Centers among PASSHE Universities and

to support feasibility and marketing planning for infrastructure buildups. Leadership Centers will provide entrepreneurial resources such as program development, mentors and networking opportunities, reference materials, best practices, entrepreneurial seminars/workshops, entrepreneurial boot camp programs, and collaborative opportunities that support and encourage entrepreneurial activities by students and other members of the PASSHE University communities within the regions they serve. The infrastructure buildups will include incubators, research parks and/or business learning centers. This funding will be distributed to the Universities on a competitive basis.

Educator Excellence.....\$1,210,000

The Educator Excellence component of the Program Initiatives line item will build upon the strengths of PASSHE Universities, the Pennsylvania Academy for the Profession of Teaching and Learning, and the Labor Education Institute. This funding will continue efforts to (1) enhance the quality of preparation for elementary and early childhood educators, (2) improve preparation of education students for the *Praxis* test, (3) increase the number of qualified teachers and other professionals for urban school districts, (4) increase the number and quality of science and mathematics teachers, and (5) enhance the skills of current teachers and administrators through professional development.

Cheyney Revitalization.....\$500,000

Funding is sought to assist in Cheyney University of Pennsylvania's revitalization efforts in various areas that will, in turn, increase the enrollment at the University.

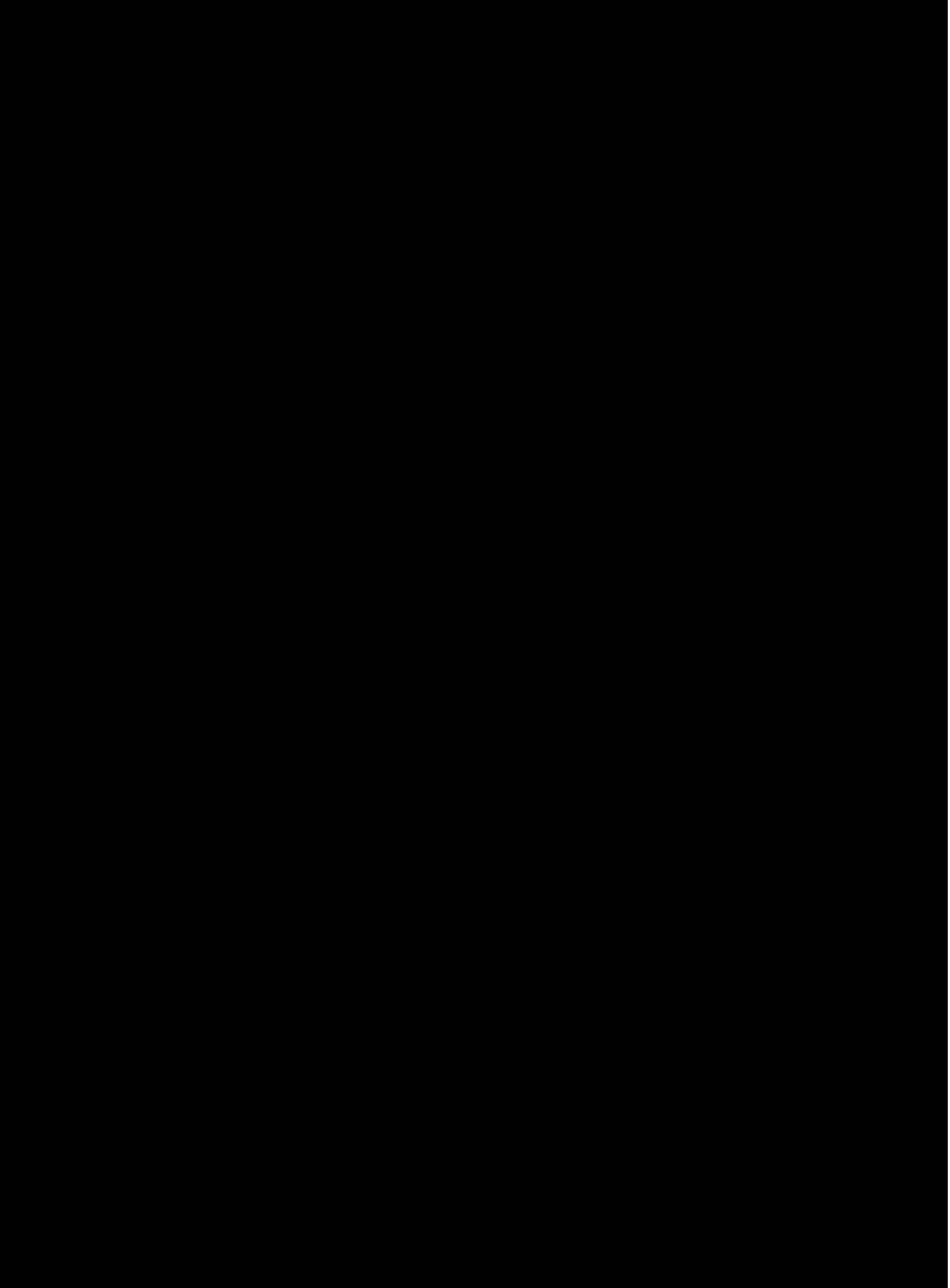
**Pennsylvania State System of Higher Education
Funding of System-Wide Initiatives from the Fiscal Year 2008/09 E&G Appropriation**

Professional Development Funds—The new collective bargaining agreement between PASSHE and the State College and University Professional Association (SCUPA) will continue to require \$75,000 for its professional development program. In addition, the collective bargaining agreement with the Association of Pennsylvania State College and University Faculties (APSCUF) continued the Faculty Professional Development Program, with a fiscal year 2008/09 funding requirement of \$150,000; and established a new Professional Development Program for new tenure-track faculty, with a fiscal year 2008/09 funding requirement of \$50,000.

Dixon University Center Academic Programs—The academic programming performed at the Dixon University Center has been funded partially through the E&G appropriation for many years. The total appropriation recommended for continuation of these academic services and associated maintenance of the Dixon University Center site is \$1,400,000. This represents level funding for these activities from the previous year.

Replenishment of the System Reserve—The total recommended allocation to the System Reserve for fiscal year 2008/09 is \$215,000, which will replenish the System Reserve to the \$1,500,000 level required by Board of Governors' Policy 1984-07-A: *System Reserve Allocation and Expenditure Criteria*. Attachment 2 is a detailed list of expenditures for fiscal year 2007/08 and a list of projected expenditures for fiscal year 2008/09. The amount to be replenished is less than the total expenditures, due to interest earnings.

McKeever Environmental Learning Center—An allocation of \$368,332 is recommended for operation of the McKeever Environmental Learning Center by Slippery Rock University of Pennsylvania. This funding level augments its \$213,000 line item appropriation and represents a total increase in McKeever's appropriations similar to PASSHE's anticipated overall E&G budget growth.



**Pennsylvania State System of Higher Education
Fiscal Year 2008/09 Technology Tuition Fee Schedule**

| Student Classification | 2007/08 | 2008/09 | Increase |
|---|----------------|----------------|-----------------|
| <i>Full-Time Academic Year</i> | | | |
| Resident Undergraduate | \$175.00 | \$175.00 | \$0.00 |
| Nonresident Undergraduate | \$264.00 | \$264.00 | \$0.00 |
| Resident Graduate | \$175.00 | \$175.00 | \$0.00 |
| Nonresident Graduate | \$264.00 | \$264.00 | \$0.00 |
| <i>Full-Time Semester</i> | | | |
| Resident Undergraduate | \$87.50 | \$87.50 | \$0.00 |
| Nonresident Undergraduate | \$132.00 | \$132.00 | \$0.00 |
| Resident Graduate | \$87.50 | \$87.50 | \$0.00 |
| Nonresident Graduate | \$132.00 | \$132.00 | \$0.00 |
| <i>Part-Time (Flat rate for all part-time students)*</i> | | | |
| Resident Undergraduate (less than 12 credits) | \$43.00 | \$43.00 | \$0.00 |
| Nonresident Undergraduate (less than 12 credits) | \$65.00 | \$65.00 | \$0.00 |
| Resident Graduate (less than 9 credits) | \$43.00 | \$43.00 | \$0.00 |
| Nonresident Graduate (less than 9 credits) | \$65.00 | \$65.00 | \$0.00 |

**For part-time student charges, and summer and interim sessions.*

PA State System of Higher Education Board of Governors

Effective: Part II is effective April 1999; Part III is effective fall 2003
Part IV is effective fall 1999; Part V is effective fall 1998; Part VI is
effective fall 2007

POLICY 1999-02-A: TUITION

See Also:

Adopted: April 8, 1999

Amended: October 10, 2002, July 14, 2005, and October 11, 2007

The Board of Governors has statutory authority to set tuition for the State System of Higher Education. This policy articulates the basic philosophy, objectives, and guidelines of the System's tuition structure, providing a common understanding of the basis for establishing tuition for the State System of Higher Education.

I. Definitions

- **Academic Year FTE Enrollment**—the full-time equivalent undergraduate enrollment for fall and spring semesters, exclusive of all intersessions and summer sessions.
- **Capacity**—the optimum academic year full-time equivalent student enrollment at each university that most efficiently utilizes their facilities and faculty.
- **Distance Education**—~~any method for instructional delivery that occurs when students are not at the same location as the instructor when the instruction is received. Examples include cable television, Internet, satellite classes, videotapes, and correspondence courses.~~ instruction where the faculty member(s) and the student(s) are separated geographically so that face-to-face communication is absent; communication is accomplished instead by one or more technological media. This linkage with technology allows real-time or delayed interaction using voice, video, data and/or text. Examples of technological methods that can be used singly or in combination include live or recorded visual presentations and material using direct signal or cable transmission by telephone line, fiber-optic line, video-conferencing using compressed video, digital and/or analog video, audiotape, CDROM, computer or Internet technology, email, or other electronic means now known or hereafter developed, utilized to teach any course approved by one of the State

System Universities. On-line/web-based courses must have 80 percent of the course instruction delivered on-line.

- **Full-time Student**—an undergraduate enrolled in 12–18 semester credits, or a graduate enrolled in 9–15 semester credits.
- **Graduate Student**—a student who holds at least a bachelor’s or first professional degree and is enrolled at the post-baccalaureate level, including non-degree students in graduate courses who may or may not be admitted to a graduate program.
- **Nonresident Student**—a student who is not a legal resident of Pennsylvania, as defined in Board of Governors’ Policy 1985-03: *Student Domicile Regulations*. ~~For purposes of this policy, international students are excluded from this definition for undergraduate nonresident students.~~
- **Resident Student**—a student who is a legal resident of Pennsylvania, as defined in Board of Governors’ Policy 1985-03, *Student Domicile Regulations*.
- **Tuition**—the price charged or listed for rendering educational services, as established by the Board of Governors.
- **Undergraduate Student**—a student in a bachelor’s degree program, an associate’s degree program, a vocational or technical program below the baccalaureate level; or a nondegree-seeking student matriculated in a lower or upper division course.

II. Undergraduate Resident Tuition

A. Background

1. Resident student enrollment is not sensitive to moderate price increases since the State System offers a quality baccalaureate education at a significantly reduced rate from all other providers.
2. Moderate differentiation in the undergraduate resident rates among System universities would not result in students changing their choice of university based on price. If the System were to consider a significant reduction in tuition at under-enrolled universities, the necessary increase in enrollment to produce a net increase in tuition revenue may not be attainable.
3. Multi-year price setting is usually practiced by higher education institutions that operate under a biennial budget or where there is a financial commitment with the state in support of its multi-year tuition plan.

B. Purpose

To establish the parameters by which undergraduate resident tuition decisions will be based.

C. Policy

The Board of Governors will establish annually one undergraduate resident tuition rate, based primarily on the financial requirements of the System and the Commonwealth's commitment toward meeting those requirements. Secondary consideration will be given to other factors, such as change in family income, financial aid availability, inflation, and relative standing in terms of tuition charges at peer institutions of higher education.

D. Policy Administration

1. The Board of Governors will set tuition annually.
2. The tuition rate established by the Board of Governors is applicable to undergraduate resident students at all State System universities.
3. The chancellor may adjust the undergraduate resident tuition rate to allow the State System to establish partnerships with other institutions in collaborative/consortial arrangements.

E. Effective Date

April 1999.

III. Undergraduate Nonresident Tuition

A. Background

As public universities, it is important that every effort be made to ensure that state appropriations support only Pennsylvania resident students. Through the use of nationally developed common definitions for the determination of the cost of education, it is possible to determine the average net cost of education for students enrolled in the system. The cost to educate nonresident students can be determined and tuition rates established so that nonresident students pay tuition at a rate at least equal to the average net cost of education at individual universities.

B. Purpose

To establish the undergraduate nonresident tuition rate that ensures undergraduate nonresident students are paying the system's average net cost of education.

C. Policy

The Board of Governors will establish annually the undergraduate nonresident tuition rate at a level to ensure that undergraduate nonresident students are paying the system's average net cost of education.

Upon recommendation of the chancellor, the Board of Governors may consider differential nonresident tuition rates for individual universities. [Differential rates may not apply to international students.](#) Though these rates may vary, the chancellor and the Board of Governors shall ensure the System-wide average net cost of education is assessed through nonresident tuition rates.

D. Policy Administration

1. Each spring, the university presidents may negotiate with the chancellor an undergraduate nonresident tuition rate(s) recommendation for the university in the upcoming year. The recommendation will be based upon such factors as the average net cost of undergraduate education; the goals and objectives of the state system; the degree to which universities are at, above or below student enrollment capacity; and the current relationship between pricing and student demand.
2. University presidents may recommend to the chancellor up to two undergraduate nonresident tuition rates, if the university has a specific targeted marketing group that has been established based upon geographic region, academic program or scholastic achievement.

E. Implementation Date

Fall 2003.

IV. Graduate Tuition

A. Background

1. Graduate demand for education at State System universities generally is not dependent upon the prevailing tuition rate, but tends to be based more on the location and quality of specific programs.

Therefore, moderate increases in graduate rates should have an insignificant effect on graduate enrollment.

2. Graduate education is more costly to provide than undergraduate education. Consequently, graduate full-time tuition should be higher than undergraduate to reflect the cost of graduate education more accurately.
3. Some graduate programs are significantly more costly than others; some may serve a specific market. In these cases, tuition should be adjustable to reflect the cost of the program and/or market demand.

B. Purpose

1. To reflect the cost of graduate education in the tuition rates charged to graduate students and to optimize graduate tuition revenue.
2. To allow universities to be competitive in the graduate education arena by providing them with the flexibility and responsiveness necessary to price graduate education courses appropriately in relation to market demand and program cost.

C. Policy

1. The full-time tuition rate charged to resident graduate students will be set annually to reflect more accurately the average System cost of graduate education.
2. The tuition charged to full-time nonresident graduate students will be 160 percent of the full-time graduate resident rate.

The chancellor, upon recommendation of the president, has the authority to increase further the graduate tuition rate for specific graduate programs that are high cost or serve a specific market.

D. Policy Administration

1. To implement this policy, the graduate resident rate initially will be 120 percent of the undergraduate resident rate, and will be reviewed and adjusted periodically by the chancellor.
2. The Board of Governors delegates to the chancellor approval of institutional graduate tuition rates for particular programs, in consultation with representatives of the Board of Governors, the university presidents, and legal counsel.
3. Presidents may request annually, in conjunction with their budget request, graduate tuition rate requirements over and above the

System's normal graduate tuition rate for high cost or market-specific graduate programs. These requests must substantiate the appropriateness of the tuition increase based on the following criteria:

- The cost of instruction or delivery is higher than other graduate programs.
- The level of service provided to the student is greater than for other programs.
- Raising the level of tuition allows the university to offer programs that would not be available at the lower rate.

E. Implementation Date

Beginning in fall 1999, with a phase-in of the resident and nonresident rate adjustment of up to four years.

V. Distance Education Tuition Policy

A. Background

The technologies that are making quality distance education possible are requiring institutions of higher education to become global; geographic boundaries are becoming less meaningful. Distance education programs, by their very nature, provide access to new student populations. The needs of these students require a more flexible and responsive price structure.

B. Purpose

To allow universities to be competitive in the distance education arena by providing them with the flexibility and responsiveness necessary to price distance education courses appropriately in relation to market demand and cost of delivery.

C. Policy

1. Resident distance education students, both graduate and undergraduate, will be charged at the appropriate prevailing per-credit resident rate.
2. Nonresident distance education students, both graduate and undergraduate, will be charged a per-credit tuition within the range of 102 to 250 percent of the prevailing resident per-credit tuition rate.
3. The chancellor, upon recommendation of the president, has the authority to reduce the resident tuition rate for a particular course or program.

4. This policy applies ~~only~~ to students who are charged on a per-credit-hour basis. Full-time students continue to pay the applicable full-time tuition rate. The president may establish a full-time nonresident distance education rate based upon the per-credit nonresident distance education rate for students enrolled 100 percent in distance education courses.

D. Policy Administration

1. Presidents will have the discretion of setting the nonresident distance education per-credit tuition rate on a course-by-course or program-by-program basis. Presidents may request from the chancellor a revision to the resident distance education tuition rate for particular courses or programs. Proposed courses and rates to be charged will be shared throughout the System ~~on the Center for Distance Education's web site.~~
- ~~2. This policy will be reevaluated semiannually based upon the System's experience with distance education.~~
- ~~3. Impact on funding formula allocation will be neutral in respect to institutional decisions concerning distance education tuition rates.~~

E. Implementation Date

Fall ~~1998~~ 2008.

VI. Technology Fee Policy

A. Background

The importance of technology and its applications continue to grow throughout society. To be competitive in the workplace, university students need access to state-of-the art technology integrated with their educational program. Additional and dedicated resources are necessary to ensure greater infusion of technology.

B. Purpose

The purposes of the technology fee are: (1) to acquire, install, and maintain up-to-date and emerging technologies for the purpose of enhancing student-learning outcomes; (2) to provide equitable access to technology resources; and (3) to ensure, ultimately, that state system graduates are competitive in the technologically sophisticated workplace. All hardware, software, databases, and other capital equipment procured with these revenues are strictly limited to clearly articulated learning experiences for students.

C. Policy

1. The technology fee is not a user fee but is instead a fee that is paid by all students, proportional to their enrollment status (full-time/part-time) and to their residency status (in-state/out-of-state).
2. Technology fee revenues shall be expended only on instructional technology and shall not be expended for administrative applications. These revenues shall be used for the direct benefit of students to help them to achieve the learning objectives of their academic programs. No more than 25 percent of technology fee revenues may be expended on personnel to support instructional technology.

D. Policy Administration

1. Universities should procure technologies collaboratively, when appropriate. Universities must make continuing allocations for maintenance, support, upgrades, and replacement of technologies purchased with technology fee revenues.
2. Each university is accountable for ensuring that technology fee revenues are expended in accordance with this policy.
3. The universities' uses of the revenues may be audited to ensure that all expenditures are consistent with this policy. Such audits shall be conducted at the request of the chancellor or the Board of Governors.

E. Implementation Date

Fall 2007.

~~Deletion~~
Addition

**Summary of the Major Provisions of the Tentative Collective Bargaining
Agreement
Between the
Pennsylvania State System of Higher Education and
State College and University Professional Association (SCUPA)
July 1, 2007 to June 30, 2011**

Term of Agreement

The agreement will be effective July 1, 2007, and expire June 30, 2011.

Salaries

Lump Sum Cash Payment:

Permanent full-time professional employees, including Grant Funded Program Coordinators, in an active pay status on April 12, 2008, shall receive a one-time lump sum cash payment of \$1,250. Permanent part-time professional employees, including Grant Funded Program Coordinators, employed at least a 50% work schedule, shall receive a pro-rated one-time lump sum cash payment of \$625.

General Pay Increases:

| | | |
|----------|----|---------------------------|
| FY 08/09 | 3% | Effective July 1, 2008 |
| FY 09/10 | 3% | Effective July 1, 2009 |
| FY 10/11 | 4% | Effective October 1, 2010 |

Increments:

FY 07/08 Eligible professional employees who are below the maximum step of the pay range shall receive a one step service increment effective April 12, 2008. Professional employees who are at or above the maximum step of the pay range shall receive a one-time cash payment of \$500.

FY 08/09 Eligible professional employees who are below the maximum step of the pay range shall receive a one step service increment effective fall 2008.

FY 09/10 Eligible professional employees who are below the maximum step of the pay range shall receive a one step service increment effective fall 2009.

FY 10/11 Eligible professional employees who are below the maximum step of the pay range shall receive a one step service increment effective fall 2010. Professional employees who are at or above the maximum step of the pay range shall receive the annual amount of a two and one-half percent (2.5%) increase in a one-time cash payment.

An increment is valued at approximately 2.50%.

Health Benefits

Active Employee Health Coverage – Pennsylvania Employees Benefit Trust Fund (PEBTF)

Employee Contribution (percent of gross base salary):

Effective July 2007 No change in current employee contribution of 1% of salary with .5% waiver for participation in the Get Healthy Program

Effective July 2008 Employee contribution increases to 1.5% of salary with .5% waiver for participation in the Get Health Program

Effective July 2009 Employee contribution increases to 2.0% of salary with 1% waiver for participation in the Get Healthy Program

Effective October 2010 Employee contribution increases to 3.0% of salary with 1.5% waiver for participation in the Get Healthy Program

Employer Contribution to the PEBTF:

FY 07/08 \$330 bi-weekly per employee

FY 08/09 \$365 bi-weekly per employee

FY 09/10 \$400 bi-weekly per employee

FY 10/11 \$440 bi-weekly per employee

Annuitant Health Care Coverage (AHCP) – State System of Higher Education Group Health Program (SSHEGHP)

Employees retiring on or after July 1, 2008, will contribute to their annuitant health benefits based upon the same base contribution rate as active employees enrolled in SSHEGHP, as may be adjusted, applied to the premium rate at the time of retirement.

Indemnity plan not available to pre-Medicare retirees after June 30, 2009.

Holidays

Effective 2009, Martin Luther King Jr.'s Birthday will be considered a major holiday for scheduling purposes.

Professional Development/Out-Service Training

Professional Development funds provided as follows:

July 1, 2007 - \$75,000

July 1, 2008 - \$75,000

July 1, 2009 - \$85,000

July 1, 2010 - \$95,000

Graduate Tuition Waiver

Effective fall 2008, eligible professional employees will receive graduate tuition waiver at the University where employed. The waiver shall not exceed 60 graduate credits or any combination of undergraduate or graduate credits up to 60 credits.

**Summary of the Major Provisions of the Tentative Collective Bargaining
Agreement and Memorandum of Understanding
Between the
Pennsylvania State System of Higher Education/Commonwealth of
Pennsylvania and
OPEIU Healthcare Pennsylvania Local 112
July 1, 2008 to June 30, 2012**

Term of Agreement

The agreement will be effective July 1, 2008 and expire June 30, 2012.

Salaries

General Pay Increases:

| | | |
|----------|----|---------------------------|
| FY 08/09 | 3% | Effective July 1, 2008 |
| FY 09/10 | 3% | Effective July 1, 2009 |
| FY 10/11 | 4% | Effective October 1, 2010 |

Increments:

| | |
|----------|---|
| FY 08/09 | Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, at the start of the fall 2008 semester. |
| FY 09/10 | Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, at the start of the fall 2009 semester. |
| FY 10/11 | Employees shall be eligible to receive a one step service increment, or shall receive a one-time cash payment, as applicable, at the start of the fall 2010 semester. |

An increment is valued at approximately 2.25%.

The provisions of the salary article will be reopened for negotiation for the period July 1, 2011 - June 30, 2012.

Health Care Benefits

- Employee contributions will increase from the current 10% of premium to 15% of premium beginning July 1, 2010. In addition, employees who do not participate in a new wellness program will pay an additional contribution penalty based on the following schedule:

| <u>Effective Date</u> | <u>Base Contribution</u> | <u>Additional Contribution</u> | <u>Total</u> |
|-----------------------|--------------------------|--------------------------------|--------------|
| July 1, 2008 | 10% | 0% | 10% |
| January 1, 2009 | 10% | 5% | 15% |
| July 1, 2009 | 10% | 10% | 20% |
| July 1, 2010 | 15% | 10% | 25% |

- Employees retiring on or after July 1, 2008, will contribute to their annuitant health benefits based upon the same base contribution rate as active employees, as may be adjusted, applied to the premium rate at the time of retirement.
- The provisions of the health benefits will be reopened for negotiation for the period July 1, 2011 – June 30, 2012.

Holidays

Martin Luther King Jr.'s Birthday will be considered a major holiday.

Leave Donation Program

Permanent employees may donate annual and personal leave to another permanent employee for use with an employee's own catastrophic injury or illness or for catastrophic injury or illness of a family member.



Pennsylvania State System of Higher Education Board of Governors' Meeting Calendar

Unless otherwise noted, all meetings will be scheduled in the Administration Building, Dixon University Center, 2986 North Second Street, Harrisburg, Pennsylvania.

| | | |
|-------------|--|---|
| 2008 | Wednesday and Thursday Thursday Wednesday and Thursday | July 16 and 17 September 11* October 22 and 23 |
| 2009 | Wednesday and Thursday Thursday Wednesday and Thursday Thursday Thursday Wednesday and Thursday Thursday Wednesday and Thursday | January 14 and 15 February 12* April 1 and 2 May 14* June 11* July 15 and 16 September 10* October 7 and 8 |
| 2010 | Wednesday and Thursday Thursday Wednesday and Thursday Thursday Thursday Wednesday and Thursday Thursday Wednesday and Thursday | January 13 and 14 February 11* April 7 and 8 May 6* June 10* July 14 and 15 September 16* October 6 and 7 |
| 2011 | Wednesday and Thursday Thursday Wednesday and Thursday Thursday Thursday Wednesday and Thursday Thursday Wednesday and Thursday | January 12 and 13 February 10* April 6 and 7 May 12* June 16* July 13 and 14 September 15* October 5 and 6 |

*Please hold these dates in reserve for special meetings of the Board, committee meetings, conferences, or workshops.



**Resolution Honoring the Contributions
of
Joshua A. O'Brien**

WHEREAS, Joshua A. O'Brien has provided excellent service as a member of the Board of Governors of the Pennsylvania State System of Higher Education (PASSHE) since his appointment in October 2006; and

WHEREAS, Joshua A. O'Brien will graduate with Bachelor of Arts degree in political science from Bloomsburg University of Pennsylvania in August 2008; and

WHEREAS, Joshua A. O'Brien has distinguished himself as a leader among PASSHE's broad student population, having served as president of Community Government Association Inc. at Bloomsburg University; and as a regular and active participant in both campus projects as well as the activities of the Board of Student Government Presidents (BSGP); and

WHEREAS, Joshua A. O'Brien has served the Bloomsburg University community in a variety of ways, including as president of Honeysuckle Student Holdings Inc., as co-founder of Political Organizations for Student Involvement and as a field representative for the Campus Leadership Program; and

WHEREAS, Joshua A. O'Brien has been a thoughtful, loyal and accessible member of the Advancement Committee of the Board of Governors, and as an advocate for all PASSHE students throughout his tenure on the Board;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education does acknowledge the many fine contributions of Joshua A. O'Brien to the Board and to the entire Pennsylvania State System of Higher Education and wishes him well in the future as an outstanding alumnus of Bloomsburg University of Pennsylvania, and

BE IT FURTHER RESOLVED, that the Board of Governors extends best wishes to him in all of his future endeavors.

Unanimously adopted by the Board
July 17, 2008

Kenneth M. Jarin, Chairman



**Resolution Honoring the Contributions
of
Jeffrey Cooper**

WHEREAS, Jeffrey Cooper, continuing a distinguished career in legal practice in both the private and public sectors that began as a deputy attorney general in 1975, joined the Pennsylvania State System of Higher Education as Chief Counsel in January 2003; and

WHEREAS, Jeffrey Cooper, as Chief Counsel to PASSHE, led the Pennsylvania State System of Higher Education's Legal Division, which provides legal services to the Board of Governors, Office of the Chancellor and 14 state-owned universities; and

WHEREAS, Jeffrey Cooper utilized his legal expertise to the benefit of the Pennsylvania State System of Higher Education and its member universities; and

WHEREAS, Jeffrey Cooper served as an insightful, thoughtful, loyal and accessible adviser to the Board of Governors, the Chancellor, university presidents, trustees and student government leaders; and

WHEREAS, Jeffrey Cooper resigned as Chief Counsel to the Pennsylvania State System of Higher Education on June 30, 2008;

NOW THEREFORE BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for the contributions made by Jeffrey Cooper to Pennsylvania higher education, and, especially those made to the State System of Higher Education of the Commonwealth of Pennsylvania; and

BE IT FURTHER RESOLVED that the Board of Governors extend best wishes to him as he begins a new career as Vice President of Government and Community Affairs for the University of Pennsylvania.

Unanimously adopted by the Board
July 17, 2008

Kenneth M. Jarin, Chairman



**Resolution Honoring the Contributions
of
Thomas M. Krapsho**

WHEREAS, Thomas M. Krapsho, continuing a long and distinguished career in public service, came to the Pennsylvania State System of Higher Education in July 1997 from the Pennsylvania State Civil Service Commission to serve as director of labor relations, then as Vice Chancellor for Human Resources and Labor Relations; and

WHEREAS, Thomas M. Krapsho, during his years of service provided guidance and leadership in the areas of labor relations and human resources, including contract negotiations with unions representing various employee groups, including faculty, while remaining true to the foundation and mission of the Pennsylvania State System of Higher Education; and

WHEREAS, Thomas M. Krapsho was an influential and articulate advocate on behalf of public higher education, the Pennsylvania State System of Higher Education, all of its universities, and all of its constituencies; and

WHEREAS, Thomas M. Krapsho served as an insightful, thoughtful, loyal and accessible adviser to the Board of Governors, the Chancellor, university presidents and university trustees; and

WHEREAS, Thomas M. Krapsho retired from the Pennsylvania State System of Higher Education on July 7, 2008, after 11 years of service to PASSHE;

NOW THEREFORE BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for the contributions made by Thomas M. Krapsho to higher education, and, especially those made to the State System of Higher Education of the Commonwealth of Pennsylvania; and

BE IT FURTHER RESOLVED that the Board of Governors extend best wishes to him and his wife, Mary Ann, for a long and happy retirement.

Unanimously adopted by the Board
July 17, 2008

Kenneth M. Jarin, Chairman



**Resolution Honoring the Contributions
of
Dr. Khalil Yazdi**

WHEREAS, Dr. Khalil Yazdi joined the Pennsylvania State System of Higher Education as Vice Chancellor for Information Technology of the Pennsylvania State System of Higher Education in October 2000; and

WHEREAS, Dr. Khalil Yazdi has served as chief operating officer of the State System Technology Consortium (SyTEC), overseeing the development and implementation of the shared administrative system; and

WHEREAS, Dr. Khalil Yazdi was instrumental in the design, development and implementation of the Pennsylvania State System of Higher Education's System Accountability Plan and accompanying Performance Funding Program, which has become a national model; and

WHEREAS, Dr. Khalil Yazdi, prior to his joining the Office of the Chancellor, was for nearly two years the vice provost for information technology at Slippery Rock University of Pennsylvania, during which time he served as a member of the State System's Data-Interchange Task Force; and

WHEREAS, Dr. Khalil Yazdi resigned as Vice Chancellor for Information Technology of the Pennsylvania State System of Higher Education on June 30, 2008;

NOW THEREFORE BE IT RESOLVED, that the Board of Governors of the Pennsylvania State System of Higher Education expresses its sincere appreciation for the contributions made by Dr. Khalil Yazdi to Pennsylvania higher education, and, especially those made to the State System of Higher Education of the Commonwealth of Pennsylvania; and

BE IT FURTHER RESOLVED that the Board of Governors extend best wishes to him in all of his future endeavors.

Unanimously adopted by the Board
July 17, 2008

Kenneth M. Jarin, Chairman