

MINUTES OF THE MEETING OF THE COUNCIL OF TRUSTEES OF INDIANA UNIVERSITY OF PENNSYLVANIA, HELD IN THE PNC ROOM, KOVALCHICK CONVENTION AND ATHLETIC COMPLEX, THURSDAY, SEPTEMBER 17, 2015, AT 5:00 P.M. PURSUANT TO NOTICE GIVEN

Susan Delaney, chair of the Council of Trustees, called the meeting to order.

The following council members were present:

Mrs. Susan S. Delaney, Chair
Mr. James C. Miller, Treasurer
Mr. Glenn M. Cannon
Mrs. Joyce R. Fairman

Ms. Erika A. Fenstermacher
Mr. Mark A. Holman
Mr. David Osikowicz
Mr. Samuel H. Smith
Mr. Gealy W. Wallwork

The following council members were excused:

Mr. Jonathan B. Mack, Vice Chair
Dr. Mary Esther Van Shura, Secretary

Ex Officio: Dr. Frank T. Brogan, Chancellor of Pennsylvania's State System of Higher Education

The following advisory members were invited to attend:

Dr. David M. Piper, IUP Senate Chair
Mr. Richard D. Caruso, Foundation for IUP Board President
Mr. Terry L. Dunlap, Foundation for IUP Board Vice President
Mr. Timothy J. Kronenwetter, Foundation for IUP Board Secretary/Treasurer
Mr. Phillip D. Carrai, IUP Alumni Association President
Mr. Vincent Lopez, IUP Student Government Association President
Mr. James Birch, IUP Graduate Student Assembly President
Dr. Mark J. Staszkiwicz, IUP APSCUF President
Ms. Jessica Halchak, IUP SCUPA President

The following university administrators were also present:

Dr. Michael A. Driscoll, President
Dr. Timothy S. Moerland, Provost and Vice President for Academic Affairs
Dr. Cornelius Wooten, Vice President for Administration and Finance
Dr. Rhonda H. Luckey, Vice President for Student Affairs
Mr. James T. Begany, Vice President for Enrollment Management and Communications
Mr. William D. Speidel, Vice President for University Advancement
Mrs. Robin A. Gorman, Executive Assistant to the President for Government and Community Relations
Dr. Pablo B. Mendoza, Assistant to the President for Social Equity
Ms. Barbara J. Moore, Director of Institutional Research, Planning, and Assessment

IUP COUNCIL OF TRUSTEES EXECUTIVE SESSION

The IUP Council of Trustees met in executive session to discuss personnel issues, collective bargaining/labor relations matters, acquisition of real estate, litigation, and other privileged and confidential matters.

READING AND CONSIDERATION OF THE MINUTES

The following motion was approved:

THAT THE MINUTES OF THE MEETING OF THE COUNCIL OF TRUSTEES HELD MAY 7, 2015, BE APPROVED.

REPORT OF THE PRESIDENT

The president began his report by reflecting on the end of last semester, the summer months, and the opening of the academic year. He was proud to say that IUP does things exceptionally well.

Dr. Driscoll noted that Welcome Weekend was a success. Orientation and housing staff members, police, student volunteers, and the entire university community took great care of all the families who arrived to move students into their campus accommodations. They answered questions, provided direction, and most important, made visitors and new members of the IUP family feel comfortable. Welcome Weekend culminated in Freshman Convocation. While Dr. Driscoll found this ceremony gratifying in the past, he noted that the candid viewpoints this year's speakers shared, particularly the student speakers, Sarah Harrington and Gene Mills, were important ones for new students to hear. The president received numerous compliments about Welcome Weekend events.

Dr. Driscoll noted that the dinner scheduled for that evening was to honor those faculty members who have been promoted to professor, associate professor, and assistant professor. They have definitely done things exceptionally well, he said.

He thanked trustees Glenn Cannon and Erika Fenstermacher for enriching IUP's annual September 11 remembrance ceremony, an event that serves as a reminder of how important first responders are, how fragile life can be, and how things can change in a split second.

Dr. Driscoll then addressed the challenges—the distressing events that occurred during the first few days of the semester. In response, he has urged all members of the IUP community, particularly students, to keep an eye out for one another. The human element—personal connection and awareness of what occurs around us—is an *essential* element of a safe and healthy community. Sometimes bad things happen in spite of the best efforts to prevent them, he said, but when they do, IUP's people provide compassionate, empathetic support to victims and those around them. And they take steps to find and hold accountable those who have done wrong. They then redouble their efforts in education and prevention. While the burst of publicity may lead some to erroneously conclude that IUP is not safe, he said, he is actually proud of IUP's students, who are looking out for each other, standing up for themselves, and reporting possible crimes so that law enforcement can respond quickly. IUP is still a remarkably safe place to be, he said, and everyone is doing even more to make sure its people take care of each other.

The president noted that doing things exceptionally well and taking care of each other are key parts of "The Vision for IUP's Future." With a new strategic plan in place, everyone is working together toward the university's strategic goals. Dr. Driscoll is pleased that so many people have participated in the self-study required for IUP's decennial accreditation review by the Middle States Commission on Higher Education. Under the leadership of Laura Delbrugge and Hilliary Creely, the steering committee is doing an excellent job of leading a diverse team of people in the gargantuan task of data collection and analysis. Their work retells the IUP story with new insight and direction. Dr. Driscoll noted that trustees Jonathan Mack and Gealy Wallwork have also been part of the hard work.

The accreditation review process, Dr. Driscoll said, started at an advantageous time—essentially at the same time the university began work on its strategic plan. By combining the introspection and the call forward of these processes, IUP has a much clearer view of what it is and of how to achieve a common vision. It is already clear that the accreditation recommendations follow the goals of the strategic plan.

The steering committee continues its work, and the chair of the Middle States visiting team, Katherine Conway-Turner, will visit IUP next month.

The president announced that Tim Moerland and Barbe Moore are working with the University Planning Council to accelerate forward progress on the strategic plan and to make sure the university is accountable for the results. He stressed that the strategic plan will not collect dust on a shelf but, instead, will be a living document that is used, altered when necessary, and hopefully, will be in tatters by the time IUP's vision is reached in the next decade.

Dr. Driscoll stated that, because of the budget impasse in Harrisburg, the university is operating without the usual 24 percent of the budget received from the commonwealth.

However, because of the good work on the part of many people at IUP, the university has the reserves and necessary cash flow to continue operating. In fact, IUP is covering aid for students who were expecting funding from the Pennsylvania Higher Education Assistance Agency, so that their education is not interrupted. Unfortunately, PHEAA is unable to disburse funds until a budget is in place. Regardless of the situation in Harrisburg, work is continuing with the University Budget Advisory Committee to secure IUP's financial future.

While the strategic plan is comprehensive, the president said that he and his cabinet agree that two items must receive special attention this year. First is the implementation of the three new programs of study specified in the plan—environmental engineering, public health, and digital science and security. Curricula need to be developed, qualified faculty members must be hired, and those processes are beginning, he said. Second is telling the great story of IUP—the university it is today and the university it will become when the vision is achieved. IUP is better aligning its current efforts and this year will take significant steps to enhance its reputation and brand. If the university is to achieve a shared vision amid the realities of the time, everyone must work together, both as a university team and in partnership with others with similar goals. While partnerships require significant work to maintain and enhance, they are an absolute requirement if IUP is to succeed.

The president said people know him as someone who collaborates. Therefore, it should come as no surprise that he is always pleased to see people who share aspirations of working together to make things happen. He reflected on the Opening of the Academic Year event, in which representatives from the unions, the student body, and the University Senate joined him onstage, and they all expressed similar messages. Dr. Driscoll remarked that the cross-disciplinary planning that will occur as the three new academic programs are developed is another example of high-quality collaboration and partnership building.

Collaboration crosses geographic boundaries, too, he noted, and he pointed out the recent Hawk Walk, an annual event, as an example. Approximately 65 students, staff and faculty members, and local residents set out into the community to reach 450 households in the second and third wards of Indiana to distribute informational materials. The intent was to turn strangers into good neighbors, raising awareness and sharing information about borough business, services, and ordinances.

The president commented that IUP's work with the community under the auspices of I-ACT—the Indiana Area Collaborative Team—also continues. The group is working to expand its reach to engage more landlords. An internal I-ACT team has been formalized, as well, to ensure that opportunities for collaboration and synergy are not missed. A team of more than 20 people on campus is trying to further enhance education and predict trouble spots and prevent them.

Homecoming occurs during the first weekend of October, and the president stated that he looks forward to greeting alumni and others throughout the weekend, especially at the Kovalchick Complex at the pregame get-together.

The following action was approved by the Council of Trustees:

THAT THE REPORT OF THE PRESIDENT BE ACCEPTED.

PUBLIC COMMENT

No public comments were made.

NEW BUSINESS

REPORT OF THE ADMINISTRATION AND FINANCE COMMITTEE

Election of Committee Chair

Mr. Gealy Wallwork was appointed chair of the Administration and Finance Committee for the 2015-16 academic year.

The Administration and Finance Committee reviewed and discussed the items appearing on pages 1 through 16 in the Docket Report and in Exhibits 1 through 7, which depict the highlights of the Administration and Finance Division.

May 7, 2015, Committee Minutes

The committee reviewed the May 7, 2015, minutes of the Administration and Finance Committee meeting. The minutes were approved as distributed.

Procurements and Services, Purchasing Card Expenditures

As required by Act 13 and Act 188, the committee reviewed the procurements and services since the last meeting, as depicted in Exhibit 7 of the Docket Report.

The following action was approved by the Council of Trustees:

THAT, AS REQUIRED BY ACT 13 AND ACT 188, PROCUREMENTS AND SERVICES NEGOTIATED OR AWARDED BY THE PRESIDENT FROM APRIL 1, 2015, THROUGH JUNE 30, 2015, TOTALING \$7,678,543.32, INCLUDING CARD PURCHASES AS SHOWN IN EXHIBIT 7 OF THE DOCKET REPORT, BE APPROVED.

Fiscal Year 2015-16 Educational and General Budget

The committee reviewed the attached Fiscal Year 2015-16 Educational and General Budget. The July 9, 2015, assumptions from Pennsylvania's State System of Higher Education were incorporated in the budget projection. State appropriations decreased by \$1,145,593, primarily because of the second-year implementation of the new formula. A 3.5 percent increase in the Tuition and Technology Fee has been approved by the Board of Governors. The performance funding allocation has not yet been determined. Based on lower enrollment projections; increases in salary, wage, and benefit expenses; and IUP's projected expenditures, the budget is balanced using \$1.5 million in one-time personnel savings from FY2014-15, \$3.5 million to be identified from reductions of projected expenses, and the one-time use of \$7.3 million from central reserves.

Emergency Operations Plan

The safety and security of IUP's campuses, including Indiana, Punxsutawney, and Northpointe, are of paramount importance to the administration. Efforts are always undertaken to ensure that the campuses are in a state of readiness when it comes to being prepared for emergencies. The emergency management staff is currently in the process of revamping safety planning forms. A new version of the university's Incident Action Plan/Emergency Action Plan has been implemented. The plans are based on the incident command structure. In addition, a number of proposals designed to strengthen emergency-management operations at IUP are currently under review by the vice president for Administration and Finance.

REPORT OF THE ACADEMIC AFFAIRS COMMITTEE

Election of Committee Chair

Jonathan Mack was appointed chair of the Academic Affairs Committee for the 2015-16 academic year.

Provost Report

Provost Timothy Moerland provided an update on academic actions that have occurred and are in process for the 2015-16 academic year. Two specific sections of the university's strategic plan were referenced, specifically Strategy 1.1, *Offering academic programs that are responsive to disciplinary advances and aligned with the needs of students and society*, and Strategy 1.2, *Bring forward new degree-granting programs that respond to student interest, reflect disciplinary advances, and serve the needs of society, with emphasis on interdisciplinary programs that leverage existing faculty expertise*. Dr. Moerland outlined how the curriculum-approval revision and the new Electronic Curriculum Repository met tactic 1.1.1 and then reviewed the three major program initiatives for the next year: Public Health, Environmental Engineering, and Data Sciences. He reviewed the current status of each program and the proposed next steps.

REPORT OF THE UNIVERSITY ADVANCEMENT COMMITTEE

Election of Committee Chair

James Miller was appointed chair of the University Advancement Committee for the 2015-16 academic year.

Mr. Miller recognized fellow trustee Gealy Wallwork and his family for the establishment of the Betty Ann Boone Wallwork Scholarship. He also made comments concerning the recent Foundation for IUP Board of Directors meeting.

Discussion

Bill Speidel, vice president for University Advancement, shared highlights of the division's activities and initiatives from the previous fiscal year, ending June 30, 2015. The IUP Alumni Association recognized Distinguished Alumni Award recipients and is finalizing a strategic plan for 2015-20.

A total of \$5.5 million was received last year in private support to IUP. This included the significant success of University Family Drive.

Leadership recruitment continues in preparation for the comprehensive campaign, and Advancement councils are being established in academic colleges and athletics. Volunteers will meet October 16 for training and development of the case for support.

REPORT OF THE STUDENT AFFAIRS COMMITTEE

The Student Affairs Committee met today with Stephen Roach, interim athletic director, who provided an update on Intercollegiate Athletics' sports teams and their spring performances, resulting in the Student Affairs Committee's recommendation that the following resolutions of commendation be approved:

RESOLUTION OF COMMENDATION FOR TANYA TIMKO, WOMEN'S TENNIS STUDENT-ATHLETE

WHEREAS, IUP women's tennis player Tanya Timko was named the Pennsylvania State Athletic Conference (PSAC) West Athlete of the Year for the second consecutive spring with a combined record of 47-20 as the Crimson Hawks' top singles and doubles player;

WHEREAS, Ms. Timko also was named the Intercollegiate Tennis Association Atlantic Region Senior Player of the Year;

WHEREAS, Ms. Timko was ranked as high as 41st in Division II and second in the Atlantic Region by the ITA;

WHEREAS, Ms. Timko holds IUP career records with 86 singles, 103 doubles, and 189 combined victories;

WHEREAS, Ms. Timko also excelled in the classroom: After the 2014-15 season, she became the first player in program history to be named a first team Capital One Academic All-American, and she was named the PSAC Champion Scholar for women's tennis and received the PSAC Spring Top 10 Award for the second consecutive year;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania commends Tanya Timko for her accomplishments.

Approved this 17th day of September, 2015.

The following action was approved by the Council of Trustees:

THAT THE RESOLUTION OF COMMENDATION FOR TANYA TIMKO, WOMEN'S TENNIS STUDENT-ATHLETE, BE APPROVED.

RESOLUTION OF COMMENDATION FOR IUP WOMEN'S TENNIS

WHEREAS, the IUP women's tennis team advanced to the 2015 NCAA Division II Championships after serving as Atlantic Regional host and finished as the Pennsylvania State Athletic Conference (PSAC) runner-up for the fifth consecutive season;

WHEREAS, this was the Crimson Hawks' fifth consecutive trip to the NCAA championships round of 16 and the sixth straight year they made the Division II tournament;

WHEREAS, IUP ended the season with a 19-8 overall record;

WHEREAS, four members of the team received postseason awards: Senior Tanya Timko was named the PSAC West Player of the Year and the Intercollegiate Tennis Association Atlantic Region Senior Player of the Year; sophomore Jarka Petercakova earned first team All-PSAC West honors; sophomore Raquel Gonzalez was named the ITA Atlantic Region Player to Watch; and head coach Larry Peterson was named the region's Coach of the Year by the ITA;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania commends the IUP women's tennis team for its accomplishments in the 2014-15 season.

Approved this 17th day of September, 2015.

The following action was approved by the Council of Trustees:

THAT THE RESOLUTION OF COMMENDATION FOR IUP WOMEN'S TENNIS BE APPROVED.

RESOLUTION OF COMMENDATION FOR KENNETH SAMES, GOLF STUDENT-ATHLETE

WHEREAS, IUP men's golfer Kenneth Sames was named to the 2015 Division II PING All-America Honorable Mention team, his second straight All-American selection;

WHEREAS, Mr. Sames also was named the Pennsylvania State Athletic Conference (PSAC) Men's Golfer of the Year, won the individual title at the NCAA Division II Atlantic/East Region Championships, and was named to the Golf Coaches Association of America's All-Atlantic Region team;

WHEREAS, Mr. Sames won the regional title with a two-under par 214 at the Longaberger Golf Club in Nashport, Ohio, helping the Crimson Hawks to their eighth straight NCAA Championships appearance;

WHEREAS, Mr. Sames led both the Atlantic and East regions with a 74.28 scoring average for the season and tallied 10 top-10 finishes in 11 events, including five top-five finishes, and he tied for 39th place at the NCAA Division II Championships;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania commends Kenneth Sames for his accomplishments.

Approved this 17th day of September, 2015.

The following action was approved by the Council of Trustees:

THAT THE RESOLUTION OF COMMENDATION FOR KENNETH SAMES BE APPROVED.

RESOLUTION OF COMMENDATION FOR IUP MEN'S GOLF

WHEREAS, the IUP men's golf team advanced to the NCAA Division II Championships for the eighth consecutive season, finishing 13th out of 20 teams at the Rock Barn Golf and Spa Resort in Conover, North Carolina, in May;

WHEREAS, this was the team's 32nd appearance in the national championships, the fourth most in Division II history;

WHEREAS, the Crimson Hawks finished in second place at the NCAA Division II Atlantic/East Region Championships in Nashport, Ohio, the eighth straight year the program has finished in the top two at that event;

WHEREAS, junior Kenneth Sames won the individual title at the Atlantic/East Region Championships and was named the Pennsylvania State Athletic Conference Men's Golfer of the Year, and senior Jack Owen and sophomore Max Kirsch both received All-Atlantic Region and All-PSAC honors;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania commends the IUP men's golf team for its accomplishments in the 2014-15 season.

Approved this 17th day of September, 2015.

The following action was approved by the Council of Trustees:

THAT THE RESOLUTION OF COMMENDATION FOR IUP MEN'S GOLF BE APPROVED.

RESOLUTION OF COMMENDATION FOR RYAN UHL, BASEBALL STUDENT-ATHLETE

WHEREAS, IUP baseball player Ryan Uhl was selected by the Seattle Mariners in the 2015 Major League Baseball First-Year Player Draft on June 9;

WHEREAS, Mr. Uhl had the best offensive season in IUP baseball program history, finishing the year leading NCAA Division II with 29 home runs, 0.66 home runs per game, 1.68 runs batted in per game, and a 1.085 slugging percentage;

WHEREAS, Mr. Uhl set IUP season records for home runs, slugging percentage, runs batted in (74), and total bases (154), and he broke career program records with 42 home runs and a .646 slugging percentage;

WHEREAS, Mr. Uhl was one of eight finalists for the Tino Martinez Division II Player of the Year award, and he was named a first team All-American by the American Baseball Coaches Association and the National Collegiate Baseball Writers of America, a second team All-American by Daktronics, a unanimous first team All-Atlantic Region first baseman, a first team All-Pennsylvania State Athletic Conference Western Division selection, a two-time NCBWA Division II National Hitter of the Week, and the 2014-15 IUP Men's Athlete of the Year;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania commends Ryan Uhl for his accomplishments.

Approved this 17th day of September, 2015.

The following action was approved by the Council of Trustees:

THAT THE RESOLUTION OF COMMENDATION FOR RYAN UHL BE APPROVED.

Rhonda Luckey briefly reviewed the 2014-15 Student Affairs Division accomplishments and shared the 2015-16 focused, division-wide initiatives that are aligned with the university's strategic plan. Mr. Roach reported on new athletic initiatives supporting student-athletes planned for 2015-16.

REPORT OF THE ENROLLMENT MANAGEMENT AND COMMUNICATIONS COMMITTEE

Election of Committee Chair

Mary Esther Van Shura was appointed chair of the Enrollment Management and Communications Committee for the 2015-16 academic year.

Discussion

James Begany, vice president for Enrollment Management and Communications, shared highlights of the division's activities, programs, and accomplishments, as well as overall enrollment for fall 2015. In addition, he presented information on initiatives and yield activities for meeting enrollment goals.

Paula Stossel, assistant dean for Enrollment Management, provided a review of IUP graduate programs, locations, enrollment trends, and demographics by college. The presentation focus was on current initiatives in place for recruiting graduate students. Those initiatives include customizing marketing and recruitment plans by specific graduate program, updating the general graduate recruitment communication plan, enhancing and implementing social media strategies (LinkedIn, Facebook, Twitter), engaging in international-specific recruitment strategies, updating graduate admissions web pages, and rolling out the first-time Graduate Admitted Student Questionnaire, designed to help inform future marketing plans and messaging. Ms. Stossel also presented future employment trends by degree and types of program innovation that can contribute to future graduate student enrollment growth.

Michael Powers, director of Electronic Communications, demonstrated the new interactive map and virtual tour, which will provide directions and information for those on campus and the opportunity for those off campus to experience the IUP campus from afar.

OTHER BUSINESS

APPOINTMENTS TO THE AUDIT COMMITTEE

The following action was approved by the Council of Trustees:

THAT THESE APPOINTMENTS/REAPPOINTMENTS TO THE AUDIT COMMITTEE BE MADE: JAMES MILLER, CHAIR, AND GEALY WALLWORK AND JONATHAN MACK, MEMBERS.

APPOINTMENTS OF LIAISONS TO THE FOUNDATION FOR IUP BOARD

The following action was approved by the Council of Trustees:

THAT THESE LIAISON APPOINTMENTS/REAPPOINTMENTS TO THE FOUNDATION FOR IUP BOARD BE MADE: GEALY WALLWORK, JAMES MILLER, AND ERIKA FENSTERMACHER.

APPOINTMENTS TO THE ANNUAL REVIEW OF THE PRESIDENT COMMITTEE

The following action was approved by the Council of Trustees:

THAT THESE APPOINTMENTS TO THE COMMITTEE BE MADE: DAVID OSIKOWICZ, CHAIR, AND JAMES MILLER, MARY ESTHER VAN SHURA, AND JOYCE FAIRMAN, MEMBERS.

CERTIFYING RESOLUTION: ORDER OF SUCCESSION PLAN

WHEREAS, Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers* requires that each PASSHE university president develop and publish an Order of Succession Plan identifying, in rank order, members of its university's executive management team who will act on behalf of the president in his/her absence; in the event the president is temporarily unable to fulfill the responsibilities of the position; or in the event there is a vacancy;

WHEREAS, Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers* required that, at the beginning of each academic year, before September 30, the president deliver the university Order of Succession Plan to the chancellor after a resolution and vote by the university's Council of Trustees;

WHEREAS, the attached Order of Succession Plan, provided by the president of Indiana University of Pennsylvania, lists in rank order the members of Indiana University of Pennsylvania's executive management team to act on his/her behalf in his/her absence, in the event he/she is temporarily unable to fulfill his/her responsibilities, or in the event there is a vacancy;

NOW, THEREFORE, BE IT RESOLVED, that the Council of Trustees of Indiana University of Pennsylvania approves the Order of Succession Plan (attached to this resolution) as required by Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers*.

Approved this 17th day of September, 2015.

INDIANA UNIVERSITY OF PENNSYLVANIA
University Order of Succession
2015-16

1. Name: Dr. Timothy Moerland
Title: Provost and Vice President for Academic Affairs
2. Name: Dr. Cornelius Wooten
Title: Vice President for Administration and Finance
3. Name: Dr. Rhonda Luckey
Title: Vice President for Student Affairs
4. Name: Mr. James Begany
Title: Vice President for Enrollment Management and Communications
5. Name: Mr. William Speidel
Title: Vice President for University Advancement

The following action was approved by the Council of Trustees:

THAT THE CERTIFYING RESOLUTION: ORDER OF SUCCESSION PLAN BE APPROVED.

RESOLUTION SETTING THE NEXT MEETING DATE

The following action was approved by the Council of Trustees:

THAT THE NEXT MEETING OF THE COUNCIL OF TRUSTEES WILL BE HELD DECEMBER 3, 2015.

ADJOURNMENT

The following action was approved by the Council of Trustees:

THAT THE MEETING BE ADJOURNED AT 6:15 P.M.

Dr. Mary Esther Van Shura
Secretary, IUP Council of Trustees