

**MINUTES OF THE MEETING OF THE COUNCIL  
OF TRUSTEES OF INDIANA UNIVERSITY OF  
PENNSYLVANIA, HELD AT THE KOVALCHICK  
CONVENTION AND ATHLETIC COMPLEX,  
THURSDAY, SEPTEMBER 7, 2023, AT 5:00 P.M.,  
PURSUANT TO NOTICE GIVEN.**

Samuel H. Smith, chair of the IUP Council of Trustees, called the meeting to order.

**The following council members were present:**

Mr. Samuel H. Smith, Chair	Mrs. Susan S. Delaney
Mrs. Joyce R. Fairman, Secretary	Ms. Shagufta Haque
Mrs. Anne White, Treasurer	Mr. Mark A. Holman
Mrs. Jennifer E. Baker	Mr. David Osikowicz
Mr. A. Tim Cejka	Mr. Nathan T. Spade

**The following council members were excused:**

Mrs. Laurie A. Kuzneski, Vice Chair

**The following advisory group members were invited to attend:**

Dr. Bryan Seal, IUP Senate Chair  
Mrs. Regina Stover, Foundation for IUP Board President  
Ms. Leslie Purser, IUP Alumni Association Board President  
Dr. Dennis Frketich, IUP APSCUF President  
Mrs. Erin Fritz Wood, IUP SCUPA President  
Ms. Koga Chilume, IUP Graduate Student Assembly President  
Ms. Abigail Hancox, IUP Student Government Association President

*Ex officio:* Dr. Daniel Greenstein, chancellor, Pennsylvania's State System of Higher Education, was not present.

**The following university administrators attended:**

Dr. Michael A. Driscoll, President  
Dr. Lara Luetkehans, Provost and Vice President for Academic Affairs  
Dr. Debra Fitzsimons, Vice President for Administration and Finance  
Dr. Thomas C. Segar, Vice President for Student Affairs  
Ms. Paula Stossel, Strategic Advisor to the President for Student Success  
Dr. Francisco Alarcón, Professor and Chair, Department of Mathematical and Computer Sciences

**IUP COUNCIL OF TRUSTEES' EXECUTIVE SESSIONS**

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

## **READING AND CONSIDERATION OF THE MINUTES**

The following motion was approved by the IUP Council of Trustees:

**THAT THE MINUTES FROM THE QUARTERLY MEETING OF THE IUP COUNCIL OF TRUSTEES HELD ON MAY 4, 2023, BE APPROVED.**

## **REPORT OF THE PRESIDENT**

Dr. Driscoll opened by saying IUP's 149th year of educating students who will go out and change the world has begun, and he is excited and optimistic.

He also expressed excitement about Kopchick Hall. On Friday, September 1, the building reached its substantial completion date. He said it looks amazing, and he can't wait for students and faculty to begin the learning, research, and knowledge sharing with that special IUP approach that creates teams of students and faculty.

The process of moving from Weyandt Hall into Kopchick Hall will soon begin, and the first classes will be held there when the spring semester starts in January.

Dr. Driscoll said he was also excited about IUP's enrollment. During these tough demographic and economic times, IUP is projecting a freshman class larger than last year's, which was the largest in five years. Although the official enrollment won't be known until after the September 18th freeze date, this is very good news. While enrolling a larger first-year class certainly is important to IUP's overall head count, improving retention and persistence is the other side of the coin, he said. The hard truth is that three out of 10 first-year students don't return to IUP for their second year. This trend must stop.

This semester, IUP has begun its largest effort yet, President Driscoll said, with the installation of the new student success infrastructure. The overarching theme is that every student must be supported by every member of the administration, faculty, and staff, and every student must have every opportunity available to be successful during the student's time at IUP. In essence, IUP is changing its culture so that student success is first and foremost on the minds of everyone here.

A key component of this infrastructure is navigators. IUP hired 15 new staffers, and every student has been assigned to one of them. The navigators will serve as a proactive source of support that can help students as soon as they need it, not when it's too late. They'll work with faculty and staff to identify students who may be struggling, and they'll use resources to ensure no students are left to handle things all on their own.

This new infrastructure should help increase IUP's retention and persistence rate, but it's only one piece of the puzzle, Dr. Driscoll said. The culture at IUP must change so all students are supported so they can achieve their goals. Their success is IUP's success.

Earlier today, President Driscoll presented to the IUP Council of Trustees his list of goals for the next five years and asked for their endorsement. The plan has seven strategic goals that will shape IUP's work as a university, enabling it to reach a brighter future.

1. Keep every student who comes to IUP.
2. Grow market share in traditional market.
3. Educate other student groups.
4. Grow IUP's reputation.
5. Engage the internal and external IUP team in realizing the vision.
6. Find alternate revenue streams to support our work.
7. Focus resources on the highest priorities.

These goals are the framework to help IUP get through these tough times, Dr. Driscoll said. As he said in his speech on August 25 at the Opening of the Academic Year, IUP is facing its toughest challenges in more than 100 years. But he is confident the university can reach its goals, by staying the course, working together, and focusing on the desired outcome.

One of the seven goals is to educate other student groups by opening new markets. One way IUP is working to do that is the pursuit of a college of osteopathic medicine. To attain accreditation, the college must have a dean in place, and five good candidates have come to campus for interviews and presentations. A final decision is close to being reached, and the hope is to be able to announce the new dean later this month.

While increasing revenue is a chief component of a brighter future, so is reducing expenses. IUP has been looking at its organizational structure to find ways to both streamline student resources and reduce spending, and in May, some changes were announced that accomplish both of those.

The Divisions of Enrollment Management and Marketing and Communications have joined the Division of Student Affairs under the leadership of Student Affairs Vice President Dr. Tom Segar. The positions of vice president for Enrollment Management and chief marketing officer have been eliminated.

The University Advancement Division has transitioned to reporting directly to President Driscoll for the near future, he said, and the role of vice president for University Advancement is currently not being filled.

The position of associate vice president for Human Resources has been eliminated, as has the position of associate vice president for Academic Administration.

Since May, IUP has continued to make targeted reductions in personnel. Looking at the university's structure to find more ways to improve the financial outlook without reducing student success opportunities will continue, Dr. Driscoll said.

As part of that work, on June 14, IUP submitted a Comprehensive Planning Process report to the State System. Since submitting that report, IUP has reduced the budget deficit even further, using both permanent and one-time strategies. IUP's deficit now stands at approximately \$12.1 million for the current fiscal years, 2023-24 and 2024-25.

Related to that, the Pennsylvania Legislature passed the state budget, and Governor Shapiro signed it into law in August. IUP's share of the funding is \$59.4 million, which is an increase of 4.4 percent from last fiscal year. It's also \$2.3 million more than what had been provided in the budget projection. Dr. Driscoll said he is thankful for the support of Governor Shapiro and the legislature to IUP and the other State System universities.

To prepare for their seasons, IUP student-athletes returned to campus before classes began and have had solid efforts so far.

The football team won its opener in front of more than 5,000 fans at Miller Stadium, the volleyball team entered play this week on a three-match win streak, the women's field hockey team won its season opener, the men's cross-country team placed second at its first meet, the men's golf team finished second in its season-opening tournament, and the defending regional champion women's tennis team begins its season tomorrow. Dr. Driscoll said he is excited about these great starts and looks forward to another fall season of success in the classroom and on the playing surfaces.

President Driscoll mentioned that he started this report by saying how excited he is for the new year to begin. IUP has a plan for the future, and there are already some great examples of people changing the way things are done, with amazing results. Here is just one.

As the director of the IUP Marching Band, Dr. Zach Cheever has done a remarkable job of bringing pride and prestige back to the Legend, the Beast from the East, and he's been here for only about a year. Dr. Cheever has actively recruited students to come to IUP and join the band. He held signing ceremonies, similar to the ones student-athletes have, where high school students sign on to join the IUP Marching Band. Dr. Driscoll suggested people in attendance may have seen some of those photos on social media. By being proactive in growing the marching band, Dr. Cheever has achieved something remarkable. When he came to IUP last summer, the marching band had 88 members. This fall, it has 165. Dr. Driscoll said he's not going to have the marching band play now; people will have to come to a game to enjoy a performance.

In closing, Dr. Driscoll said that it's things like this that show him some great things can be done, and he looks forward to many more to come. The university is marching smartly toward an amazing future, and he is both honored and humbled to work with the incredible IUP team, including the fabulous trustees.

The following motion was approved by the IUP Council of Trustees:

**THAT THE REPORT OF THE PRESIDENT BE ACCEPTED.**

## **PUBLIC COMMENT**

There were no public comments.

## **NEW BUSINESS**

## **REPORT OF THE ADMINISTRATION AND FINANCE COMMITTEE**

### **Election of Committee Chair**

Tim Cejka was reappointed chair of the Administration and Finance Committee for the 2023-24 academic year. Mr. Cejka presented the following report:

The Administration and Finance Committee reviewed and discussed the items appearing on pages 1 through 9 in the Docket Report and in Exhibits 1 through 6, which depict the highlights of the Administration and Finance Division.

### **PRESENTATION: Comments by Vice President**

Vice President Debra Fitzsimons presented discussion items related to the Administration and Finance Committee. She provided comments about the general business, administrative, and financial operations of the university. Highlights included business process improvement projects in the Administration and Finance Division, the Comprehensive Planning Process Update, PASSHE (Pennsylvania's State System of Higher Education) Total Fiscal Year 2023-24 Commonwealth Appropriated Line Items, a summary of endowment performance and debt service, and information from the June 6, 2023, Annual Facilities Inspection Report, the Kovalchick Convention and Athletic Complex financial report, and the Long-Range Facilities Master Plan. Presentations by University Operations and Administrative Services were also provided.

### **Comprehensive Planning Process Update**

Jodie Cadile provided a CPP update. In order to promote transparency and more timely updates to the State System Board of Governors about each university's financial position, a modified Comprehensive Planning Process (CPP) timeline was developed. As part of transitioning to this new

timeline, universities were required to submit a high-level CPP update in June 2023. IUP's high-level update was submitted to the System office on June 14 and reported financial sustainability progress for FY2022-23 through FY2024-25. This report was reviewed and discussed with the IUP Council of Trustees as part of the quarterly financial sustainability discussion. Another high-level CPP update is required to be submitted by IUP by September 22, 2023, and will include further updates as related to the financial sustainability work in progress. This update will be provided to the IUP Council of Trustees at the December meeting.

### **PASSHE Total Fiscal Year 2023-24 Commonwealth Appropriated Line Items**

Jodie Cadile presented the commonwealth appropriated line items. The State System Board of Governors approved a \$33.1-million increase in the System's Educational and General appropriation, for a total of \$585.6 million.

### **Endowment Performance Summary for Fiscal Year 2022-23**

Bill Buttz provided an overview of endowment performance. The combined university and Foundation for IUP endowments increased to \$88.5 million (by 8.6 percent) for the year that ended June 30, 2023. The overall endowment return was consistent with the benchmark market returns in equity and fixed income indices.

### **Debt Service**

Bill Buttz provided an overview of debt service. The university redeemed Bond Series AO-2 (for Dining Services) in the amount of \$11,125,000 on July 15, 2023.

Refunding the debt would have produced negative savings at the prevailing interest rate. Therefore, the debt was redeemed, which will reduce auxiliary debt service by approximately \$1.5 million annually through June 30, 2033.

IUP's Comprehensive Planning Process report will include this \$1.5 million annual savings for the auxiliary fund.

### **Kovalchick Convention and Athletic Complex Fiscal Year 2022-23 Financial Update as of June 30, 2023**

Sam Phillips provided an overview of the Kovalchick Convention and Athletic Complex project budget summary as of June 30, 2023.

## **REPORT OF THE ACADEMIC AFFAIRS COMMITTEE**

### **Election of Committee Chair**

Mark Holman was reappointed chair of the Academic Affairs Committee for the 2023-24 academic year. Mr. Holman presented the following report:

### **Approval of IUP-APSCUF Representative Council Actions**

The Academic Affairs Committee recommends that the following actions, which have the endorsement of the president and the provost, be approved.

- Program moratorium approved by the IUP-APSCUF Representative Council at its March 9, 2023, meeting as follows:
  - From the Department of Communications Media
    - Journalism and Public Relations Minor

At the April 25, 2023, meeting, the University Senate approved revisions to the following undergraduate policies:

- Residency Requirement and Transfer Coursework

At the April 25, 2023, meeting, the University Senate approved revisions to the following graduate policies:

- Graduate Course Scheduling by Undergraduates

The following motion was approved by the IUP Council of Trustees:

**THAT THE COUNCIL OF TRUSTEES APPROVE THE ACTIONS WHICH WERE APPROVED AT THE MARCH 2023 MEETING OF THE IUP-APSCUF REPRESENTATIVE COUNCIL AND THE APRIL 2023 MEETING OF THE UNIVERSITY SENATE AND SUBSEQUENTLY APPROVED BY PRESIDENT DRISCOLL.**

Provost Luetkehans introduced the first of three guests. Stephen Ferris was appointed dean of the Eberly College of Business on July 1, 2023.

The second guest was Edel Reilly. Dr. Reilly was appointed interim dean of the College of Education and Communications on July 22, 2023.

The third guest was Lynanne Black. Dr. Black was appointed interim dean of the College of Health and Human Services on August 12, 2023.

Provost Luetkehans provided a brief bio for each of them. The new dean and interim deans briefly spoke about their priorities and areas of focus over the coming year for their respective colleges.

## **REPORT OF THE STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES**

### **Election of Committee Chairs**

Shagufta Haque was appointed chair of the Student Affairs Committee, and Joyce Fairman was reappointed chair of the Enrollment Management Committee, both for the 2023-24 academic year.

Mr. Smith recognized that, although she has been in the position a few months, this is Ms. Haque's first public meeting. Ms. Haque then presented the following report:

The Student Affairs Committee met today with Vice President for Student Affairs Tom Segar.

The meeting began with opening remarks about the Student Affairs Division.

Dr. Segar then provided an overview of the Student Affairs organization. He described how the organization can be conceptualized as five different areas working collaboratively to bring students to IUP, to support their success and involvement while at IUP, and to prepare them for success after graduating from IUP. The five areas are athletics, enrollment, marketing and communications, student involvement, and student support.

Dr. Segar presented a fall 2023 enrollment report showing an overall increase in new first-year and transfer students compared to fall 2022. He also presented a fall 2024 undergraduate admissions report and explained recently employed strategies (in summer 2023) to increase fall 2024 admissions. Admissions applications for fall 2024 are more than 160 ahead of applications for fall 2023. Dr. Segar ended the enrollment briefing with a review of the diversity, equity, and inclusion

work of the Promising Scholars Program, a competitive scholarship program for Pennsylvania students that blends financial support with academic and professional development. Dr. Segar presented a student housing briefing that included an overview of current housing occupancy and strategies to support and engage on-campus students.

He also provided a briefing on the dining program, including a review of dining metrics and recently utilized tactics to increase student meal plan participation.

Athletics Director Todd Garzarelli provided a debrief of the spring 2023 season and a preview of the fall athletics season.

## **REPORT OF THE UNIVERSITY ADVANCEMENT COMMITTEE**

### **Election of Committee Chair**

Jennifer Baker was reappointed chair of the University Advancement Committee for the 2023-24 academic year. Mrs. Baker presented the following report:

Today, the University Advancement Committee has four action items. They are naming resolutions for presentation and approval.

### **Resolution for the Naming of the Dean's Suite in Kopchick Hall in Honor of Deanne Snavelly**

**WHEREAS**, from August 2010 to June 2021, Deanne Snavelly served as dean of the College of Natural Sciences and Mathematics, named the John J. and Char Kopchick College of Natural Sciences and Mathematics since 2018;

**WHEREAS**, Dr. Snavelly raised the profile of science and math at IUP and in the region;

**WHEREAS**, Dr. Snavelly completed almost 38 years of work in higher education—as a faculty member, an administrator, and an inspirational leader for students and faculty;

**WHEREAS**, Dr. Snavelly played an instrumental role in bringing the \$90-million, state-of-the-art Kopchick Hall to fruition;

**WHEREAS**, many IUP alumni, colleagues, and friends came together to establish and support the Deanne L. Snavelly Kopchick College Student Professional Development Fund;

**NOW, THEREFORE, BE IT RESOLVED**, that the Council of Trustees of Indiana University of Pennsylvania recognizes the passion and dedication of Deanne Snavelly by naming the dean's suite in Kopchick Hall in her honor.

The following motion was approved by the IUP Council of Trustees:

### **THAT THE RESOLUTION FOR THE NAMING OF THE DEAN'S SUITE IN KOPCHICK HALL IN HONOR OF DEANNE SNAVELLY BE APPROVED.**

Mrs. Baker invited Deanne Snavelly and Bob Myers to the front of the room to accept the resolution and to say a few words. Dr. Snavelly said she never turns down an opportunity to speak, and she added some humor, saying she was thinking of doing some chemistry. Dr. Snavelly expressed her appreciation and thanked everyone at IUP. She said she had a wonderful time working at IUP with the students, faculty, and staff. This was icing on an amazing cake that she's been eating all along. In closing, she again thanked everyone involved.

**Resolution for the Naming of a Classroom in Kopchick Hall in Honor of the Baker Family and in Memory of Mary Baker**

**WHEREAS**, Frank Baker served as a biology faculty member at IUP for 30 years, and his children Douglas Baker and Kathleen Baker are graduates of IUP;

**WHEREAS**, Dr. Baker is the former owner of EcoTech Laboratory and is a trustee emeritus of the Thiel College Board of Trustees, having served from 1985 to 1998;

**WHEREAS**, Kathleen Baker studied at IUP under Carl Adams, and the family has established a scholarship for flute performance in his honor;

**WHEREAS**, Frank Baker and his wife, the late Mary Baker, along with their children, have made significant financial contributions to the sciences and arts;

**NOW, THEREFORE, BE IT RESOLVED**, that the Council of Trustees of Indiana University of Pennsylvania recognizes the generosity of the Baker family by naming a classroom in Kopchick Hall in honor of the family and in memory of Mary Baker.

The following motion was approved by the IUP Council of Trustees:

**THAT THE RESOLUTION FOR THE NAMING OF A CLASSROOM IN KOPCHICK HALL IN HONOR OF THE BAKER FAMILY AND IN MEMORY OF MARY BAKER BE APPROVED.**

Jennifer Baker invited Frank Baker, Kathleen Baker, Jonah Petruschke, and Carl Adams to the front of the room to accept the resolution and to say a few words. Dr. Baker said the family is glad to give back to IUP leaders. He thanked all intervening personnel and the present leadership under President Driscoll, who brought heritage while on a mission to develop and challenge those in their care.

**Resolution for the Naming of a Classroom in Kopchick Hall in Honor and Memory of Walter Gallati**

**WHEREAS**, Walter Gallati and his future wife, Eleanor Mihalyi, started as faculty members at Indiana State Teachers College in 1957 and met at that year's freshman convocation in Fisher Auditorium;

**WHEREAS**, Dr. Gallati was a faculty member in the Biology Department for 32 years and was granted professor emeritus status after he retired as chair in 1989;

**WHEREAS**, Dr. Gallati was an active volunteer in the community with Habitat for Humanity and Meals on Wheels;

**WHEREAS**, the Gallatis raised their two children, Carla and David, and remained in the Indiana community after retirement;

**WHEREAS**, Dr. and Mrs. Gallati have made significant contributions to the university;

**NOW, THEREFORE, BE IT RESOLVED**, that the Council of Trustees of Indiana University of Pennsylvania recognizes the dedication and support of Walter Gallati by naming a classroom in Kopchick Hall in his honor and memory.

The following motion was approved by the IUP Council of Trustees:

**THAT THE RESOLUTION FOR THE NAMING OF A CLASSROOM IN KOPCHICK HALL IN HONOR AND MEMORY OF WALTER GALLATI BE APPROVED.**

Mrs. Baker invited Eleanor Gallati and Dan Kupas to the front of the room to accept the resolution and to say a few words. Dr. Kupas spoke on behalf of Mrs. Gallati, his aunt, sharing some of the history that led her to IUP, then Indiana State Teachers College. There, she met Walter Gallati as a fellow faculty member, and he asked her for their first date at the Rustic Lodge. They both thoroughly enjoyed working at IUP, Dr. Kupas said. Mrs. Gallati is very honored to be here for her husband and said thank you very much. In closing, Dr. Kupas shared that it is Mrs. Gallati's 91st birthday tomorrow.

**Resolution for the Naming of the Philip and Rose Condino and Thomas Michael Culhane Athletics Director Suite**

**WHEREAS**, Frank Condino led IUP's athletics program for more than 15 years and spent nearly 30 years as either an administrator or a coach;

**WHEREAS**, Dr. Condino came to the university as an assistant football coach and helped IUP to 53 wins and two Pennsylvania State Athletic Conference championships in six seasons;

**WHEREAS**, Dr. Condino moved from the field to the Intercollegiate Athletics office in 1990 as assistant director and was appointed director in 1999 after serving in the position on an interim basis for one year;

**WHEREAS**, Dr. Condino's commitment to IUP's student-athletes was a driving force behind their success for more than two decades;

**WHEREAS**, Dr. Condino's service to the Indiana community is ever present with Hearts for the Hungry, Meeting God in Missions, and the Fellowship of Christian Athletes;

**NOW, THEREFORE, BE IT RESOLVED**, that the Council of Trustees of Indiana University of Pennsylvania recognizes the generosity of Frank Condino and names the athletics director suite in honor and memory of his parents, Philip and Rose Condino, and former IUP football player Thomas Michael Culhane.

The following motion was approved by the IUP Council of Trustees:

**THAT THE RESOLUTION FOR THE NAMING OF THE PHILIP AND ROSE CONDINO AND THOMAS MICHAEL CULHANE ATHLETICS DIRECTOR SUITE BE APPROVED.**

Mrs. Baker invited Frank Condino to the front of the room to accept the resolution and to say a few words. Dr. Condino began by speaking fondly of the Gallatis. He recognized Eleanor and Walter Gallati as avid football fans and wished Eleanor a happy birthday. Dr. Condino went on to share that his parents were strong advocates for higher education, and he is thankful for the direction they gave him and his siblings. They realized the value of education and were humble people who wouldn't want to be recognized. Dr. Condino identified Thomas "Tommy" Culhane as an Irish player raised by his grandmother in the Bronx. Dr. Condino shared a touching memory of Culhane, who left behind a wife and two children. He closed by saying thank you.

The Foundation for IUP has awarded 1,882 scholarships for the 2022-23 academic year. Two new members have been added to the foundation board: Pamela Sledge-Coley '97 and Sherry Ulsh '81. Officers for fiscal year 2023-24 are Regina Stover '75, president; Jim Leda '95, vice president; and Dave Bluemling '85, secretary/treasurer.

Ms. Stover and Betsy Lauber, executive director of the Foundation for IUP, gave a presentation on the foundation and its work. The mission of the foundation is to responsibly manage private support for the benefit of IUP. As a result of its ability to grow and steward assets, the foundation helps to provide an affordable, world-class, student-centered education, and it values entrepreneurship, excellence, initiative, partnership, and fiduciary responsibility. The presenters discussed how the foundation is governed, the investment portfolio, the real estate holdings, and other assets. Lastly,

they discussed the use of time, talent, and treasure to support the university, sharing the Student Managed Investment Portfolio group as an example.

## **OTHER BUSINESS**

### **Appointments/Reappointments: Audit Committee**

The following motion was approved by the IUP Council of Trustees:

**THAT THE REAPPOINTMENTS TO THE AUDIT COMMITTEE BE MADE: JOYCE FAIRMAN AS CHAIR AND LAURIE KUZNESKI AND NATHAN SPADE AS MEMBERS.**

### **Appointments/Reappointments: Liaisons to the Foundation for IUP Board**

The following motion was approved by the IUP Council of Trustees:

**THAT THE LIAISON APPOINTMENTS/REAPPOINTMENTS TO THE FOUNDATION FOR IUP BOARD BE MADE: ANNE WHITE, SUSAN DELANEY, AND SHAGUFTA HAQUE.**

### **Certifying Resolution—Order of Succession Plan**

The resolution reads as follows:

**WHEREAS**, Board of Governors Policy 1983-14-A: *Appointing Interim and Acting Chief Executive Officers* requires that each State System university president develop and publish an Order of Succession, identifying in rank order members of the university's executive management team who will act on behalf of the president in the president's 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* requires 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 the president's behalf in the president's absence, in the event the president is temporarily unable to fulfill responsibilities of the position, 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*.

**INDIANA UNIVERSITY OF PENNSYLVANIA  
University Order of Succession  
2023-24**

1. Name: Dr. Lara Luetkehans  
Title: Provost and Vice President for Academic Affairs
2. Name: Dr. Thomas Segar  
Title: Vice President for Student Affairs
3. Name: Dr. Debra Fitzsimons  
Title: Vice President for Administration and Finance

The following motion was approved by the IUP Council of Trustees:

**THAT THE COUNCIL OF TRUSTEES APPROVE THE CERTIFYING RESOLUTION—ORDER OF SUCCESSION PLAN AS REQUIRED BY BOARD OF GOVERNORS POLICY 1983-14-A: APPOINTING INTERIM AND ACTING CHIEF EXECUTIVE OFFICERS.**

**Approval of IUP Presidential Strategic Goals for 2023-28**

The following motion was approved by the IUP Council of Trustees:

**THAT THE COUNCIL OF TRUSTEES APPROVE THE IUP PRESIDENTIAL STRATEGIC GOALS FOR 2023-28 AS PRESENTED.**

**RESOLUTION SETTING THE NEXT MEETING DATE**

The following motion was approved by the IUP Council of Trustees:

**THAT THE NEXT MEETING OF THE COUNCIL OF TRUSTEES BE HELD DECEMBER 14, 2023.**

**ADJOURNMENT**

The following motion was approved by the IUP Council of Trustees:

**THAT THE MEETING BE ADJOURNED AT 5:46 P.M.**

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**Mrs. Joyce R. Fairman**  
**Secretary, IUP Council of Trustees**

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**On behalf of Mrs. Joyce R. Fairman**