

**MINUTES OF THE MEETING OF THE COUNCIL  
OF TRUSTEES OF INDIANA UNIVERSITY OF  
PENNSYLVANIA, HELD AT THE KOVALCHICK  
CONVENTION AND ATHLETIC COMPLEX,  
THURSDAY, MARCH 6, 2025, 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. Laurie A. Kuzneski, Vice Chair  
Mrs. Joyce R. Fairman, Secretary  
Mrs. Anne White, Treasurer  
Mrs. Jennifer E. Baker

Mr. A. Tim Cejka  
Ms. Shagufta Haque  
Mr. Mark A. Holman  
Mr. David Osikowicz

**The following council members were excused:**

Mrs. Susan S. Delaney\*  
Mr. Nathan T. Spade

\*Mrs. Delaney did participate in the executive sessions via telephone and the conference workshop via Zoom during the day. However, since the council had a quorum, she did not attend the public meeting.

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

Dr. Bryan Seal, IUP Senate Chair  
Mr. James Leda, 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  
Mr. Hamzah Sammour, IUP Graduate Student Assembly President  
Ms. Kaylee Becker-George, IUP Student Government Association President

*Ex officio:* Dr. Christopher M. Fiorentino, interim chancellor, Pennsylvania's State System of Higher Education, was not present.

**The following university administrators attended:**

Dr. Michael A. Driscoll, President and Acting Vice President for Administration and Finance  
Dr. Lara Luetkehans, Provost and Vice President for Academic Affairs  
Dr. Thomas C. Segar, Vice President for Student Affairs  
Ms. Jennifer DeAngelo, Vice President for University Advancement  
Ms. Paula Stossel, Strategic Advisor to the President for Student Success  
Dr. John Lowery, Professor and Graduate Coordinator, Student Affairs in Higher Education

**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 WITH ONE MINOR EDIT FROM THE QUARTERLY MEETING OF THE COUNCIL OF TRUSTEES HELD ON DECEMBER 12, 2024, AND AMENDED MINUTES FOR THE QUARTERLY MEETING ON DECEMBER 14, 2023, BE APPROVED.**

## **REPORT OF THE PRESIDENT**

Dr. Driscoll said that a lot of great things are happening right now at IUP, but he would start by talking about the future. He has often talked about being in the midst of some disruptive times in higher education. IUP must act now to make sure it survives and thrives into this “new normal” for higher education.

This morning, a public workshop was held to share what the university has been doing. Here are some of the things that were discussed:

In January, a daylong workshop was held to talk about IUP’s future and some of the concerns the university will face regarding enrollment, staffing, academic offerings, and the like. More than 500 faculty, staff, and administration members came together as the caring community that is IUP. They spent the day seeking and sharing solutions to some of these challenges at the event that was called “Shaping Tomorrow: Detailing IUP’s Future.”

It was a great day, Dr. Driscoll said. The team increased its understanding of future conditions and developed great ideas to help build toward a successful future.

A 15-person committee led by Lori Lombard, Amber Racchini, and Paula Stossel helped design the day. That group is now sorting through the ideas and seeing what’s possible now, what’s possible later, and what’s probably impossible. They are keeping everyone updated on progress, and the university will continue to work together to advance IUP.

Moving forward, the plan is to have one of these events every semester to hear more voices, to get deeper into some solutions, and to break bread together, Dr. Driscoll said. Community is important.

On Monday, February 24, he held an open conversation in Sutton Hall with faculty, staff, and students in which he recapped the Shaping Tomorrow event and shared the next steps. It was a great conversation and a necessary one, he said. IUP, and most of higher education in America, will be navigating these disruptive times for the next decade, and the university must act now to ensure it has a future in which it not just survives but thrives.

One thing that can be used to help raise IUP’s profile, Dr. Driscoll said, is its reputation as a top research university. So, it was good news to hear last week that IUP’s designation as R2—or high research spending and doctorate production—has been reaffirmed by the Carnegie Classification of Institutions of Higher Education.

IUP is one of just 97 public, four-year colleges and universities nationwide to attain this designation and one of only six total in Pennsylvania.

IUP continues to be committed to research and scholarship that involve students and that will benefit many people in many ways, he said. It’s another thing of which faculty, staff, students, the community, and alumni should be proud.

Dr. Driscoll said these groups should also take pride in their hard work to reduce spending and address the budget shortfall IUP has been facing. He was happy to report that, thanks to help from

Senator Pittman, Representative Struzzi, and Governor Shapiro, IUP has paid off its university-held debt.

In December, the IUP Council of Trustees approved changes in housing fees, housing scholarships, and dining plans that should completely balance the auxiliary budget. The Tuition Model and Pricing workgroup recommended those changes. The Education and General budget will be balanced this year with just a few minor adjustments. Today, IUP's budget is essentially balanced and in its best shape in at least a half-dozen years.

Dr. Debra Fitzsimons was the leading player in the work to balance the budget. She served as vice president for Administration and Finance from December 2019 until last month, when she resigned to take a similar position closer to her home. "We are sad to lose Debra and her leadership, creativity, transparency, and plain hard work," Dr. Driscoll said. "She has made IUP a much better place, and we thank her for that."

He added that he is in the process of selecting an interim vice president and hopes to have someone on board by the end of the month. In the meantime, Dr. Driscoll is serving as acting vice president with incredible help from the Administration and Finance leadership team and members of his cabinet. Once an interim VP is in place, the planning will begin to search for a permanent vice president who will hopefully join IUP next January.

Dr. Driscoll said he was pleased to announce that Edel Reilly, who had been serving as interim dean, was selected as dean of the College of Education and Human Services in February. Also, Kelly Heider, former acting assistant vice provost for University Libraries, was named the associate vice provost for libraries and research support services.

Dr. Miko Rose, the founding dean of the IUP proposed college of osteopathic medicine, has been busy coordinating efforts to gain accreditation from the American Osteopathic Association, and part of that has been reaching clinical training agreements with regional rural medical facilities. IUP has signed 11 of these agreements, with a few more on the way.

Dr. Driscoll reported that, as another show of support for the plan to open the commonwealth's first public college of osteopathic medicine, IUP recently received two donations totaling \$500,000, one of which was from the Fairman Family Foundation of DuBois. "Thank you, Mrs. Fairman," he said. With each donation, IUP gets closer to its goal and expects to admit its first class of medical students in the fall of 2027.

The proposed college of osteopathic medicine will ultimately be housed on the north end of campus among Johnson, Stright, and Uhler halls. That was decided as part of the Long-Range Facilities Master Plan Update that the IUP Council of Trustees endorsed last year, as was the demolition of some buildings no longer being used or that soon will no longer be used.

Weyandt Hall, which Kopchick Hall replaced as the home of IUP's STEM work, has been razed, and its remnants are being carefully removed from campus. That project is expected to be completed by the end of summer.

Pratt Hall is also being demolished but is not as far along as Weyandt. That project is expected to be finished by November 1. Both sites had additional abatement that needed to be completed, which caused some delays in their demolition.

In Punxsutawney, demolition should soon begin on the site of the IUP Academy of Culinary Arts, and the project to renovate the spaces beside the Fairman Centre, where the culinary school will move to, hopefully will begin soon.

Today, the council is considering a resolution to recognize the volleyball team, which won the PSAC championship last fall. IUP's student-athletes have also been successful over the winter and into the new spring season.

At the Pennsylvania State Athletic Conference swimming and division championships, several Crimson Hawks brought home first-place medals, and freshman Gem Crittenden was named the women's Most Outstanding Swimmer after winning two events and being a part of two first-place relay teams.

In basketball, the men's team has clinched a PSAC Tournament spot for the 17th consecutive year, and the women's team has done so for the 19th year in a row. The baseball, softball, lacrosse, golf, and tennis teams have begun their spring schedules with high hopes. The baseball team begins its season ranked No. 1 in the conference and region preseason polls and No. 7 in the national preseason rankings. IUP will look for more big wins from those teams in the next few weeks.

President Driscoll closed by thanking the trustees for their engagement and all the work they do for IUP.

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 STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES**

Shagufta Haque, chair of the Student Affairs Committee, presented the following report:

Tom Segar, vice president for Student Affairs, gave opening remarks about the Student Affairs Division.

Lou Garzarelli, CEO and executive director of the Student Cooperative Association, Inc., provided an update on the Co-op. He spoke about its mission statement and personnel makeup. The Co-op is governed by a board of directors, which sets policy and decides how best to use the Student Activity Fee to serve the campus community.

The Student Cooperative Association is the steward of the Student Activity Fee, providing funding to student groups and university entities. It is committed to providing the very best facilities, programs, and services to the IUP community. The student-centered areas of focus are the Co-op Store, Campus Recreation Services, Student Activity Committee (STATIC), *The Penn*, and reservable spaces and building services.

An update on IUP Athletics was presented through a video, narrated by Todd Garzarelli, athletics director.

Dr. Segar reported that a resolution of commendation for the women's volleyball team will be presented at the public meeting.

#### **Athletic Resolution of Commendation for IUP Women's Volleyball**

**WHEREAS**, the IUP women's volleyball team won the 2024 Pennsylvania State Athletic Conference (PSAC) Championship with a 3-1 victory over Gannon University in set scores of 25-23, 17-25, 25-14, and 25-14 on November 24, 2024, in Erie;

**WHEREAS**, the championship marked the second conference title in IUP women's volleyball program history and the first since the 2002 season;

**WHEREAS**, the victory secured an automatic bid to the 2024 NCAA Division II Women's Volleyball Championships, the third consecutive NCAA tournament appearance for the program;

**WHEREAS**, senior Nyla Birch earned PSAC Tournament Most Valuable Player honors, with 16 kills, two block assists, one dig, and a hitting percentage of .560 in the championship match;

**WHEREAS**, the Crimson Hawks won 24 matches during the 2024 season and advanced to the NCAA Division II Atlantic Region semifinals in Erie;

**WHEREAS**, senior Lauren Valentic earned All-PSAC West and American Volleyball Coaches Association (AVCA) All-Region First Team honors; freshman Jessica Neiman earned PSAC West Freshman of the Year, AVCA Freshman of the Year, and All-PSAC West Second Team honors, as well as AVCA All-Region Honorable Mention; and head coach Lorelle Hoyer was named AVCA Region Coach of the Year;

**WHEREAS**, IUP has won nearly 70 percent of its matches since the 2022 season, with a combined record of 67-29 overall during that span;

**NOW, THEREFORE, BE IT RESOLVED**, that the IUP Council of Trustees commends the women's volleyball team for its accomplishments during the 2024 season.

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

**THAT THE COUNCIL OF TRUSTEES APPROVE THE RESOLUTION OF  
COMMENDATION FOR IUP WOMEN'S VOLLEYBALL.**

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

Tim Cejka, chair of the Administration and Finance Committee, presented the following report:

The Administration and Finance Committee reviewed and discussed the items appearing on pages 121 through 144 in the Docket Report and in Exhibits 1 through 5, which depict highlights of the Administration and Finance Division.

### **PRESENTATION: Comments by Budget Director**

Budget Director Jodie Cadile presented action and discussion items related to the Administration and Finance Committee. She provided comments related to the general business, administrative, and financial operations of the university.

### **FY2024-25 Proposed Five-Year, Priority Capital Project Spending Plan**

The committee reviewed the FY2024-25 proposed five-year, priority capital project spending plan as distributed.

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

**THAT THE FIVE-YEAR, PRIORITY CAPITAL PROJECT SPENDING PLAN BE APPROVED  
AS DISTRIBUTED FOR SUBMISSION TO PENNSYLVANIA'S STATE SYSTEM OF  
HIGHER EDUCATION ON OR BEFORE MAY 1, 2025.**

**Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the Student Cooperative Association**

The committee reviewed the Certifying Resolution: Board of Governors Policy 1985-04-A, University External Financial Support for the Student Cooperative Association.

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

**NOW, THEREFORE, BE IT RESOLVED, THAT THIS RESOLUTION IS APPROVED BY ACTION OF THE IUP COUNCIL OF TRUSTEES DURING THE QUARTERLY MEETING HELD MARCH 6, 2025, IN INDIANA, PENNSYLVANIA.**

**REPORT OF THE ACADEMIC AFFAIRS COMMITTEE**

Mark Holman, chair of the Academic Affairs Committee, presented the following report:

**Approval of Honorary Degree**

The Academic Affairs Committee recommended that the presentation of an honorary doctor of public service degree to Lt. Col. Barry D. Gasdek be approved.

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

**THAT THE AWARDING OF AN HONORARY DOCTOR OF PUBLIC SERVICE DEGREE TO LT. COL. BARRY D. GASDEK AT COMMENCEMENT ON MAY 10, 2025, BE APPROVED. THE AWARDING OF THIS DEGREE HAS THE SUPPORT OF THE ACADEMIC AFFAIRS COMMITTEE OF THE UNIVERSITY SENATE AND, FOLLOWING ITS MEETING ON MARCH 4, THE APPROVAL OF THE UNIVERSITY SENATE, CONTINGENT ON APPROVAL OF THE MEETING MINUTES AT ITS MEETING ON APRIL 1.**

**Approval of IUP-APSCUF Representative Council and University Senate Actions**

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

- New program approved by the IUP-APSCUF Representative Council at its December 5, 2024, meeting as follows:
  - From the Department of Career and Wellness Education
    - Certificate in Health and Physical Education
- Program revision approved by the IUP-APSCUF Representative Council at its December 5, 2024, meeting as follows:
  - From the Department of Hospitality and Employment Relations
    - Human Resources and Employment Relations, MA

At its December 3, 2024, meeting, the University Senate approved revisions to the following undergraduate and graduate policies:

- Undergraduate Transfer Admissions
- Continuous Graduate Registration for Dissertation and Thesis

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

**THAT THE COUNCIL OF TRUSTEES OF INDIANA UNIVERSITY OF PENNSYLVANIA APPROVE THE ACTIONS THAT WERE APPROVED AT THE DECEMBER 2024 MEETINGS OF THE IUP-APSCUF REPRESENTATIVE COUNCIL AND UNIVERSITY SENATE AND SUBSEQUENTLY APPROVED BY PRESIDENT DRISCOLL.**

Provost Lara Luetkehans opened the meeting with the introduction of several new members of the Academic Affairs leadership team. First, Dr. Luetkehans introduced Edel Reilly, who was selected to serve as dean of the College of Education and Human Services. Dr. Reilly brings a wealth of academic leadership experience to the position, including serving as interim dean since July 2023. Next, Lisa Newell was introduced as interim dean of the College of Health Sciences. Dr. Newell stepped into this role as interim dean Hilliary Creely went on professional development leave. Dr. Newell served most recently as interim associate dean of the College of Health Sciences and will return to that position on July 1, upon the return of Dr. Creely. Next, Kelly Heider was introduced as assistant vice provost for University Libraries and Research Support Services. She comes to the position following a library faculty career that included several faculty leadership positions. Dr. Heider's portfolio includes leadership of the IUP Libraries along with several key support functions in the new Research and Innovation area of Academic Affairs.

Next, Provost Luetkehans provided an update on progress toward IUP's proposed college of osteopathic medicine. Significant progress is being made in meeting accreditation requirements, and all aspects are on track for submission of materials later this month.

Amber Racchini, vice provost for Academic Success and dean of the University College, joined Dr. Luetkehans in providing an update on the development and implementation of the new general education program, the Crimson Core. The program emphasizes competencies in the areas of communication, inquiry and scientific reasoning, values and ethics, civic readiness, global learning, leadership, and career-ready skills that all IUP graduates should possess. Faculty and curriculum committees have been actively engaged in creating, reviewing, and revising courses to populate the new Crimson Core framework.

Finally, Dr. Luetkehans invited Tammy Manko, executive director of the Career and Professional Development Center (CPDC), to provide an overview of the recent Graduate First Destination Outcomes Report. Each year and on a rolling basis, the CPDC gathers first destination data for the most recent class of IUP graduates. This data has been collected consistently beginning with the Class of 2010. Key findings were shared and discussed.

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

Jennifer Baker, chair of the University Advancement Committee, presented the following report:

The University Advancement Committee report for March 2025 provides a detailed review of fundraising, alumni engagement, donor cultivation, and strategic partnerships for the first half of fiscal year 2024-25. The Impact 150 Campaign has raised \$76,628,828, reaching 51.08 percent of the campaign goal, with comparative giving trends being tracked to assess overall fundraising growth.

Efforts to identify and qualify potential donors have been strengthened through data-driven initiatives. Advancement Services continues to utilize target analytics data modeling to refine major gift and annual giving strategies, helping identify high-potential donors and "underproducing" prospects. The biannual Engagement Scoring project with Anthology provides insights into alumni engagement, identifying newly engaged individuals and those at risk of disengagement. Additionally, updates from the Live Alumni screening process ensure the latest employment and industry data are available for targeted outreach. As part of qualification efforts, Development officers conducted 227 qualification meetings, leading to 21 prospects advancing to the cultivation stage. Annual Giving efforts saw the acquisition of 536 first-time donors and the renewal of 250 lapsed donors, while 33 Office of Strategic Partnerships meetings resulted in seven prospects moving forward for potential partnerships, grants, or philanthropic gifts.

Cultivation efforts have included a series of Office of Alumni and Friends engagement events in collaboration with campus partners. These included a recent graduate survey with the Eberly College of Business, a 30-year reunion for women's soccer, the IUP Baseball Golf Classic, the WIUP-

FM 55-Year Reunion, UBORA Men's Excellence in Progress Conference, the Interior Design program's annual trade show, a Veterans Day event hosted by the Military and Veterans Resource Center, and the ROTC Open House and Class of 2005 Reunion. Engagement through digital communications also saw significant growth. Social media interactions increased by 12.3 percent, reaching 6,300 engagements, while email communications totaled 774,595 messages, resulting in approximately 229,747 opens.

Several process development initiatives were implemented, such as partnering with the University Museum to facilitate the *Alumni Artistry* exhibition and working with the Interior Design program to develop an automated exhibitor contract system for its annual trade show. The Eberly College of Business also sought assistance in reaching recent graduates who lacked email contact information, leading to the implementation of a new text messaging strategy, which significantly improved engagement and email acquisition. Additionally, email communications were sent on behalf of several campus partners, including the Eberly College of Business, the History program, the University Museum, the football program, the swimming and diving program, and the Office of Financial Aid.

The Office of Strategic Partnerships has been actively cultivating support, with IUP maintaining a regular presence throughout the state. This engagement led to 20 cultivation meetings with representatives from foundations, corporations, and government agencies. Development officers also conducted 156 cultivation visits with donors and potential partners.

Fundraising efforts have been strong, with several key Annual Giving initiatives surpassing their goals. Affinity group fundraising achieved 109 percent of its target, Giving Tuesday raised 131 percent of its goal, and the year-end campaign reached 72 percent of its expected total. The Fall Donor Campaign saw lower performance at 56 percent of its goal. Grant proposals resulted in \$60,000 in secured funding, and the third annual Rural Health Conference attracted more than 300 attendees, sparking five new funding discussions and strengthening healthcare-related partnerships.

Solicitation efforts have been particularly productive, with Development officers completing 175 solicitation meetings, leading to 20 closed major gifts. Donor retention remains a focus area, with a 39.69 percent overall retention rate, resulting in \$4,704,601 in retained revenue. First-year donor retention stands at 14.87 percent, with \$105,594 retained.

To address declines in annual giving, University Advancement is working on a segmented annual giving plan for the next fiscal year that is focused on more robust cultivation, solicitation, and stewardship strategies.

## **OTHER BUSINESS**

### **Appointment of the Nominating Committee—2025-26 Officers of the Council of Trustees**

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

**THAT THE FOLLOWING IUP COUNCIL OF TRUSTEES MEMBERS SERVE ON THE 2025-26 NOMINATING COMMITTEE AND REPORT THEIR FINDINGS AT THE MAY 8, 2025, PUBLIC MEETING:**

**LAURIE KUZNESKI, CHAIR  
TIM CEJKA  
NATHAN SPADE**

### **Approval of Future Meeting Dates**

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



**THAT THE CALENDAR OF MEETINGS FOR 2025-26 BE APPROVED AS FOLLOWS:**

**SEPTEMBER 4, 2025  
DECEMBER 11, 2025  
MARCH 5, 2026  
MAY 7, 2026**

**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 MAY 8, 2025.**

**ADJOURNMENT**

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

**THAT THE MEETING BE ADJOURNED AT 5:45 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**