University Senate- April 6, 2026

University Senate Meeting Minutes
April 6, 2026
3:00 - 5:00 p.m.
Rosenkrans Learning Center

Executive Summary

1. Roll Call
2. Approval of Minutes
    a. Approved by general consent
3. University President's Report
    a. Discussion how proposals move through the administration once received by President Long.
4. Fix the Agenda
    a. Postpone old business to September
5. Committee Reports
    a. Executive Committee: met to set the agenda. Senate President Susan Dillmuth-Miller met with President Long to talk about future direction of the senate and potential analysis of the senate.
    b. Academic Affairs: Met on March 25th to discuss advisory boards for each department. Talk to Dean Langan and Dean Gruniero-Roadcap for questions.
    c. Rules and Bylaws: had to form a couple ad hoc committees. Updates will be discussed during the next academic year.
    d. Budget and Finance: Greg Boyce the new chair of the budget committee, will be having an initial meeting with the new CFO in April.
    e. Campus Life: not able to meet prior to this meeting. Will schedule a meeting soon.
    f. Research: Did not meet formally. Asked to review for the SURE grants.
6. Student Government Association
    a. Warrior Hoop Jam is happening soon, this week also kicks off For the Culture to show off multicultural organizations on campus. Flagging Down will happen April 18th. A few more clubs have been approved. Voting is happening for a new president, vice president, and the entire E Board.
7. Presentation (Middle States)
    a. Preliminary results: see attached presentation
    b. Final decision will be in late June or early July.
8. Old Business
    a. Moved to September meeting
9. New Business
    a. Nominations
        i. Speeches from those running
    b. Proposal: At the outset of each approved search, faculty and staff are provided with written information outlining the hiring process, required and preferred

qualifications for the position, use and composition of search committees when applicable, and anticipated timelines with key milestones.

i. Proposal reworked: Recommendation to rules and bylaws to form an ad hoc committee to increase the efficiency of the hiring process
    1. 1 vote Yes, the rest No
        a. Did not pass

c. Proposal: Create an ad hoc Responsive Communication Committee that identifies the best practices for responsiveness, and provides recommendation to enhance clarity, consistency, and accountability in communication across the university.
    i. 15 vote Yes, the rest No
        1. Did not pass
d. Proposal: Merit Scholarship recipients shall participate in a structured peer tutoring program as a required component of their award, contributing academic support to the university community.
    i. Amendment: Merit scholarship recipients shall participate as a tutor in a structured peer tutoring program as a required component of their award, contributing academic support to the university community.
    ii. Proposal change: Charge academic affairs and campus life with exploring actions that would reduce DFWI rates across the university.
        1. 18 yes, 17 no
            a. Proposal passed
e. Green Campus and Recycling Committee
    i. Please see attached presentation
f. Election Results
    i. President: Susan Dillmuth-Miller
    ii. Vice President: Marguerite Carver
    iii. Secretary: Darla Drummond
    iv. At Large: Kizzy Morris
g. Moratorium Discussion
    i. See attached presentation

10. Meeting adjourned

April 27, 2027 Special University Senate Meeting Regarding Election

Member at Large Results:

Dr. Jennie Smith will be the Member at Large for the 2026-2027 Academic Year

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1. Roll call
    a. Roll taken through a signature sign-in sheet, many signatures were illegible.
2. Approval of Minutes
    a. March 2026 minutes approved by general consent
3. University President's Report
    a. Met with Senate President Susan Dillmuth-Miller to discuss several things. Received two proposals from Senate, one on free speech and one of tech fee proposal timeline. Most proposals given to President Long will be distributed to his Vice Presidents who will be part of the deliberation. Information also goes to the Provost Leadership Team and also to APSCUF, SCUPA, and AFSCME for feedback. For every voice to be part of the conversation, it will also go to the Admin Council and Student Government. On some occasions it may include HR, labor relations, and other entities on and off campus, including legal counsel.
4. Fix the Agenda
    a. Postpone old business to September in order to gather more research before it is brought to a vote. No objections to postponement, approved by general consent.
        i. Old Business
            1. Proposal: ESU shall require that all new students submit their enrollment deposit no later than the calendar day immediately preceding the first day of classes for their admitted term.
5. Committee Reports
    a. Executive Committee
        i. Met last week to set the agenda for the meeting. Senate President Susan Dillmuth-Miller met with President Long to talk about the future direction of the senate and potential outside analysis of the senate.
    b. Academic Affairs
        i. Met on March 25th and discussed the importance of advisory boards to each department. All programs at community colleges have them, we don't necessarily have them here. The connection to the workforce is important so that they can help make those connections for our students. Please talk to Dean Langan and Dean Gruniero-Roadcap for questions or concerns.
            1. Brooke Langan: We discussed ways to make sure we are sustainable in our programs and moving forward. Having advisory

boards in the program is a sharing of stakeholders to provide us with how to develop programs over time. This includes faculty, current students, alumni, graduate students and community members and stakeholders who are employing our students. Building an advisory board is important and will feed all the programs. All graduate coordinators were excited and some had and some didn't have them. Very excited to see how this will impact us and to really assess the needs of our students to go out into the workforce.

c. Rules and By-Laws
    i. Committee has been very busy and had to form a couple of ad-hoc committees. Talked in December about the language for online meetings and formed another ad-hoc committee to talk about how to add this language to the constitution and bylaws. Also discussed language and rules for in person meetings. Have a draft completed but haven't come to any conclusions yet about how to proceed. This will be postponed until next academic year.
d. Budget and Finance
    i. Greg Boyce is the new chair of the budget committee, will be having an initial meeting with the new CFO in April to discuss initial steps. There will be one full committee meeting before the end of the semester. Looking at the savings from the retirement incentive and will be presenting on that information in the early fall.
e. Campus Life
    i. Not able to meet prior to the meeting today. Will be scheduling a meeting to wrap up the goals for the year. Identifying the goals that were met and the work accomplished and then identifying the goals that were not met and a to do list to pick up next fall. Will report in the fall on those goals. Ask new committee members to identifying any other goals or items to work on for next academic year as well.
f. Research
    i. Did not meet formally but were asked to grant reviewers for the SURE grants for student research. Committee emailed to put forth names to Kizzy Morris. Hopefully reading and reviewing grants in April.

6. Student Government Association: SGA President Amaya Cox
    a. Warrior Hoop Jam is happening soon, this week also kicks off For the Culture to show off multicultural organizations on campus. Flagging Down will happen on April 18th, which is an end of the year celebration for multicultural organizations. A few more clubs, including MOCA and WOCI have been approved. Election season is underway and students have until April 10th to finish getting their

paperwork in. Voting tables will be available April 23-27 outside of Dansbury to select a new president, vice president, and the entire E board. April 30th is the final meeting of the academic year. April 14th is the final student suggestion day. Will be surveying student population to see what other situations students are concerned about on campus.

7. Presentation: Middle States (Chris Dudley, Kizzy Morris, Michael Sachs)
    a. Preliminary results- see attached presentation
    b. Positives: open, engaged campus community, transparency and professionalism, focus on continued improvement, many great resources, document completeness and editing, the Way of the Warrior
    c. Opportunities: many resources need coordinating, assessment of student learning, resources, effectiveness, increased transparency, communication, and shared governance
    d. Have met all of the standards according to the team, final report won't be available yet, this is preliminary
    e. Feedback types
        i. Collegial advice- got lots, take it or leave it
        ii. Team recommendations: will be followed up to see if this is being met
        iii. Requirements: did not receive any
        iv. Recognition of accomplishments, progress, or exemplary/innovative: received a number of these as well
    f. What happens next: factual documentation is the initial draft of the team recommendations, then we made determinations on factual issues only, this part is complete. They upload all the changes in the document. 7 days from now, the institution has the opportunity to respond to the report. Then the chair creates a confidential chairs memo that we don't see. The chair reviews the team, the institution, comments, etc. then we wait until June for the final decision on the self-study. They will have all the documents and all the information. They will also ask questions and make a final determination. Final decision will be in late June or early July.
8. Old Business
    a. See above (Item 4), moved to September meeting
9. New Business
    a. Nominations
        i. Brandon Snyder running nominations and elections team. No other nominations.
        ii. Speeches from those running.
        iii. Election results to be announced later in the meeting.
    b. Proposal: At the outset of each approved search, faculty and staff are provided with written information outlining the hiring process, required and preferred

qualifications for the position, use and composition of search committees when applicable, and anticipated timelines with key milestones.

i. Proposal reworked: Recommendation to rules and bylaws to form an ad hoc committee to increase the efficiency of the hiring process
ii. Jan Hoffman: We need to improve the efficiency of the process, weaknesses have caused problems and grievances in the past. There really aren't any policies in place for the SCUPA searches, though I realize across all unions there are discrepancies. Would like to request that an ad hoc be formed to increase the efficiency of the hiring process. This would also dovetail nicely to the grievance settlement that says hiring processes would be established.
    1. Seconded by Christopher Brooks
iii. Mary Francis Postupack: Are we assuming this impacts all positions? And has human resources been involved in this proposal recommendation? If a position has been approved it already includes info that is requested.
iv. Susan Dillmuth-Miller: There is great variations between process and timeliness, we wanted to timelines looked at. If we are required to hire someone internally, why does an external search need to be done? If the process is approved by HR, why does every VP have to sign off on it? The process is very cumbersome and we lose out on a lot of employees.
v. Mary Francis Postupack: Is 'they' SCUPA or is 'they' the committee?
vi. Susan Dillmuth-Miller: No, committee at this point. I think we can do better, it takes a long time. I'm hearing issues in different areas, I think we can put our brains together. Is this a bargaining issues, I disagree with that. It effects all people across campus. In senate we have involvement from everyone, this is something we can do in senate.
vii. President Long: I disagree with you. Do changes need to be mad, yes. I'm not familiar with the grievance settlement. Creating a sub-committee doesn't address this. There are guidelines in place, can it be improved, yes. But that's an HR thing that would then go to Meet and Discuss. The President's cabinet for faculty positions is for budgetary needs in relation to enrollment in various departments. There's a concern if a committee is looking at these without knowing all the nuances. It would be better if HR works with the bargaining units than with a committee made out of senate. Hires are different across campus. I know what the intent is and yes, it needs to be streamlined, but we should do it with the bargaining units and not with senate. I'm going to send it to the bargaining units to analyze and review. I'm not sure if a vote is warranted.
viii. Christopher Brooks: to piggyback off of President Long's concerns, wouldn't it make sense if this were to move forward to stipulate that a

representative from bargaining units and HR be part of this committee? If such significant differences exist, the move on.

ix. Provost Ball: Jamie Bisbing sent you an email today, did you get it?
x. Susan Dillmuth-Miller: I invited her in.
xi. Provost Ball: (reads the email to Susan from Jamie Bisbing) Not sure this topic is for senate as students don't have input into the search process. This is a union meet and discuss topic that is already being discussed at labor tables.
    1. Jamie Bisbing is an essential part of this conversation.
xii. Susan Dillmuth-Miller: it's more about the efficiencies, like not getting a letter if they don't get the job. Another areas is to see if fingerprinting can be done on campus. Can we look at the process to see if there are nay areas to streamline and work a little more efficiently.
xiii. Jan Hoffman: An ad hoc committee would allow us to see the whole picture university wide. Not a lot is being accomplished in meet and discuss.
xiv. Michael Sachs: we have worked with human resources to develop efficiencies, but there is a lot that we don't have control over. Managerial processes are hard to control and we have zero control over background checks. A lot of this stuff can be a challenge. We have been looking at this, it's part of the strategic plan. I'd be more than happy to entertain other thoughts and suggestions. There are a lot of points in the system where it stops somewhere along the line, and its challenging. Things can take a while, oftentimes we have jobs open for months and it's not because we aren't trying to be efficient, it's that we either aren't getting people applying, they're coming in and not wanting the job, there are a lot of backup problems. I'm open to any suggestions.
xv. Susan Dilllmuth-Miller: Open to bringing everyone to the table to brainstorm solutions?
xvi. Michael Sachs: APSCUF portions need to be pulled out.
xvii. President Long: You can do whatever you want, it's going back to each of the unions to discuss. This is just adding a step. Each bargaining unit should get with HR to discuss this. Having outside groups would be problematic. I can tell you, that's not going to fly. It has to go to each bargaining unit and be done at meet and discuss.
xviii. Susan Dillmuth-Miller: We can bring it forward for a vote
    1. Rules and bylaws to form an ad hoc committee to increase the efficiency of the hiring process.
        a. 1 vote Yes, the rest No
            i. Did not pass

c. Proposal: Create an ad hoc Responsive Communication Committee that identifies the best practices for responsiveness, and provides recommendation to enhance clarity, consistency, and accountability in communication across the university.
    i. Susan Dillmuth-Miller: Bill Broun isn't here today but wanted to have a committee to have guidelines for what responsible communication looks like. It is beneficial for all of us, and can improve a lot of things including our image outside the university. An ad hoc committee would look at this and present guidelines.
        1. 15 vote Yes, the rest No
            a. Did not pass

d. Proposal: Merit Scholarship recipients shall participate in a structured peer tutoring program as a required component of their award, contributing academic support to the university community.
    i. Christopher Brooks: This is not something we really need to get into debate about today, it's for academic affairs to check the viability. It's been done before, about a year and change ago I was trying to explore cost effective means to help our students. Can we move this to academic affairs committee to explore the viability?
    ii. Provost Ball: Out merit scholars are some of our best students, why aren't we looking at creating structured peer tutoring for the weaker students?
    iii. Christopher Brooks: This would be for the weaker students, by the better students.
    iv. Amendment: Merit scholarship recipients shall participate as a tutor in a structured peer tutoring program as a required component of their award, contributing academic support to the university community.
    v. Conversation about tutors right now and how many merit scholarships recipients there are.
    vi. Provost Ball: Why don't you look into it?
    vii. Christopher Brooks: This is just the start of the conversation, I would love to help. Perhaps make this a service component for the merit scholarship though there may be problems with how the merit scholarship is set up.
    viii. President Long: maybe we should put our heads together to brainstorm on this. This may be similar to a service type of award separate from merit. Maybe it's worthwhile to have the tutoring center look at this to see what can be done to enhance peer tutors.
    ix. Provost Ball: Raising wages may be necessary, they get paid better elsewhere.
    x. Chris Domanski: What are you trying to solve?
    xi. Christopher Brooks: We want qualified tutors to help students to succeed.

xii. Provost Ball: The nest thing would be how do we connect the students who need the tutoring to the tutors. How do we get them to go and use the tutoring?

xiii. Jennie Smith: Not all students who do well can be good tutors. Some of the DFWI rates aren't because students can't do the academic stuff.

xiv. Jan Hoffman: Has there been a concern about the tutors not being enough or not being qualified? What do the peer tutors look like now? Is there a deficiency that we are trying to fill or are we in a good place?

xv. Christopher Brooks: My advisees are saying they aren't very helpful.

xvi. Proposal change: charge academic affairs with exploring DFWIs including tutoring options and service-related scholarships.

xvii. Jennie Smith: there are a lot of barriers for students outside of academic stuff, issues that our students experience.

xviii. Proposal change: Charge academic affairs and campus life with exploring actions that would reduce DFWI rates across the university.

xix. Marguerite Carver: this discussion started when there were a lot of changes happening with the tutoring center. At that point in time when this started, we didn't have a solid tutoring center. That was a major problem at that point in time.

xx. Kizzy Morris: This is two separate issues. We had extensive discussion around tutoring without resolution last year. There is a need for more tutors that was never really addressed.

xxi. Christopher Brooks: These two things, tutors and DFWI rates, are related. I just want to start the conversation to help these kids.

1. Proposal: Charge academic affairs and campus life with exploring actions that would reduce DFWI rates across the university.
    a. 18 Yes, 17 No
    b. Proposal passed

e. Green Campus and Recycling Committee (see attached)

i. Lauren Stemler: the recycling committee talked about the help needed from the campus community to continue the work that they are currently doing.

1. Please see presentation attached

ii. There is a need to support long term sustainability program development. It will also provide opportunities for students to gain skills and explore their impact.

iii. Program support:

1. Don't dump it, donate it!- set up boxes, prepare for collection, actual item collection

2. Warrior Yard Sale: sorting and reloading items, loading moving vans, running the Warrior Yard Sales

iv. Please sign up to help with the QR code provided.
v. Provost Ball: I want to thank you for this important work, also thank you for putting the slides together about the Way of the Warrior and how this connects to it.
vi. Lauren Stemler: Thank you for your continued support.
vii. Maria Cohen: We can't afford to pay a student worker, in addition to the money we have donated, it's about 50 boxes of nonperishable food that goes directly to the food pantry. At least 70 students go each week to the food pantry, this is totally based on volunteer labor.
viii. Sylvester Williams: how many hours are you looking for?
ix. Lauren Stemler: we can be flexible, reasonably say at least 20 hours a week. There are a ton of schools that have programs like this. Something that could be researched to help make sure the program we run is a good program and that we are using out entrepreneurial spirit to do that.
x. Sailor Moore: we are the first ones in the state system to do this kind of program. We have more than doubled the amount of things that have been donated.
xi. Brooke Langan: I read an article that Columbia does it that things are free for students who are in need. Do we have anything for students that could just come and get things they need?
xii. Maria Cohen: I would love for that to happen.
xiii. Review the proposal that is attached.
xiv. President Long: I would really like to stick to the volunteer side of this, hiring is where things get stickier. I want to keep this as volunteer work. Boxes and things are fine, but lets be careful not to take university resources and give them away.
xv. Santiago Solis: the comment about the four hours, can you reread that please?
xvi. Susan Dillmuth-Miller: faculty and staff allowed up to 4 hours of worktime to support the spring/summer campaign and 1 hour to of worktime for the fall campaign.
xvii. Santiago Solis: This would be difficult and it is HR and work related.
xviii. President Long: faculty get service, but none of the other areas get service. I want to bring this back to the cabinet to see if there are any other areas service could be involved in.
xix. Santiago Solis: some of this needs to be revised and simplified, we should vote on it next time. Send it back to the committee.
xx. Proposal will be sent back to the committee to re-work and revise.

f. Election Results
   i. President: Susan Dillmuth-Miller
   ii. Vice President: Marguerite Carver
   iii. Secretary: Darla Drummond
   iv. At Large: Kizzy Morris
g. Moratorium Discussion: Rob Smith, Provost Ball, Chris Domanski, Omar Mayyasi
   i. Please see attached presentation
   ii. Academic Program Array and Planning Resources (CPP) FY 2027
   iii. Rob Smith: The budget document is the CPP, we all add to the compilation of the CPP. A very integral part of this is the program array. Our institutional goals are listed in the presentation. Everything we do in the CPP drives us toward out particular goals.
   iv. Provost Ball: academic program array is a complete portfolio of all academic programs at ESU. It is designed to align academic offerings with student demand, workforce needs, and financial sustainability.
   v. Rob Smith: this will tell us annual undergraduate completions, annual graduate completions. How many people complete their degree? Based on that annual result, and how that's reported, for a program to go under critical review it is it you're not graduating 15 a year at the bachelor level, 10 a year at the doctoral and master level.
   vi. Provost Ball: coming out of the pandemic, our incoming class was 673. The rate in the last few years has been very low in some areas, we are pushing as long as possible to see where the recovery is coming from. Some are recovering in ways that we didn't image and others aren't.
   vii. Rob Smith: What gets included in the array? Once that trigger happens, the university has to take that data and review the information. That's not the only decision making data. We decide how it contributes to our mission and vision and how the university serves the committee. We also look at low enrollment data, low admission data, low graduation rates, E&G revenues and expenditures.
      1. Student to faculty ratio: FTE and how many students to have. We should have a 20 to 1 ratio.
      2. Credit hour: this looks at the academic year and how it flows by college. Students may take 15 hours, but that may be across all 4 colleges. A faculty member belongs to a college. Faculty member credit hours generated in their college for a full academic year, fall and spring. Credit hours drive the revenue for fall and spring and the rest of the academic enterprise. Dr. Ball and Dr. Domanski build the schedules that satisfy the course and credit hours. We

look at the ability for a department to have credit hours to grow. Another piece we look at is supplemental payment and what that looks like. Where we want to land now is what is one of the key measures. Where do we compare against PASSHE in our graduation rate? In 2019, only 25% graduated in 4 years. We don't rank at the top. Financially, what does this mean? We have to drive credit hours, we have expenditures that have to go with it, retention and graduation rate has to go with it.

viii. Omar Mayyasi: This is the core operations of the university, education and general budget. All the main activities of the university. From a sustainability perspective, the purpose of an institution of higher education is not to make money. Universities need to be sustainable, we have come together and think how we can deliver programs that are sustainable.

ix. Rob Smith: the next step is an array calculator tool. See the attached presentation. We will take this on a road show to meet with people at the departmental level.

x. Provost Ball: a lot of good is going on, FTW and retention aspects are important and it has been exciting to see this stuff improve. We are at this point now where we are taking about how we make ourselves sustainable. We want to bring everyone in to that conversation.

10. Meeting adjourned

APRIL 27, 2026 Special University Senate Meeting Regarding Election

Member at Large Election Results:

Bill Broun 13

Jennie Smith 22

Gregory Boyce 9

Dr. Jennie Smith will be the Member at Large for the 2026-2027 Academic Year