

# VICE PRESIDENT REPORTS

**Lock Haven University Council of Trustees Updates**  
**Provost & Vice President of Academic Affairs**  
**September 2021**

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**Executive Summary:**

In recent months, most academic endeavors have focused on the work of rightsizing both the academic array and the faculty complement to better reflect the current student enrollment as well as on preparing for integration and the cascading effects of a positive Board of Governors vote. Academic Affairs is also in the first Phase of a mobile digital technology initiative towards enhanced access and pedagogy as well as digital equity. There is a welcome return to scholarly endeavors – including limited travel to present at conferences and to networking with colleagues. The full menu of fall sports is well underway.

We have initiated the moratorium process for two graduate programs, eight undergraduate programs, and four concentrations under two more baccalaureate programs. Additionally, we have contacted 29 faculty members to begin conversations regarding the possibility of retrenchment. Two deans have resigned and have been replaced by Acting Managers from the faculty ranks and an additional faculty member has been asked to serve as Associate Dean. A SCUPA staff member has been asked to serve as Director of Clearfield. We have trimmed operating budgets by 10% over and above last year's 15% reduction. We have also removed carryforwards from both operating and academic equipment budgets. Student employment funds were left untouched as a retention tool. All of these actions are part of the comprehensive institutional plan to approach financial solvency by the end of FY 2021/22.

As this report covers only the summer and the first few weeks of the fall semester, there is no significant faculty or student activity to report except for the welcome return to face-to-face (f2f) instruction. To wit, 84% of our offerings this fall are in the f2f modality and about one-quarter of the online courses are synchronous. A universal mask mandate is in effect inside all campus buildings – including instructional spaces.

In preparation for the fall, several sections of classes were collapsed or closed to better reflect current enrollments. In increasing class sizes, pedagogical dictates and room capacity were taken into account. When classes were cancelled, there was assurance of appropriate substitutions and, in some cases, rescheduling to the spring to ensure student progression and graduation. Every student affected by a schedule change was made whole through the careful work of Deans, Chairs, and the Registrar's Office.

**Integration and Academic Affairs:**

This section of the report will highlight actions taken in support of integration as well as the current disposition of academics on the Lock Haven campus.

### Academic Array and Structure

- The academic array has been all but finalized. It represents almost 90 degree programs at the baccalaureate, master's, and doctoral levels as well as a wealth of sub-baccalaureate degrees, concentrations, minors, and certificates.
- The array has been built into an architecture comprising five colleges and thirty-five departments (Appendix 1).
- Each college is slated to have a Dean and at least one Associate Dean.
- Deans are currently working on a recommendation for staffing their college offices.
- Based upon credentialing, areas of research, past teaching, and institutional need, faculty members have been placed in the various departments/colleges. They have been invited to offer alternatives (with justifications) to be considered for reassignment. Reassignment to other campuses in the triad are also being entertained.
- Subsequent to final placements in departments, faculty will engage in three critical functions:
  - Election of a Chair whose work will overlap existing the existing chair's from spring 2022 through the summer.
  - Workshops to engage with colleagues from across the three campuses
  - Curricula design and development that ostensibly will use the work products from last year's disciplinary discussions as a starting point
- Deans and Associate Deans will be named this fall. They will also overlap their current counterparts in January through July of 2022.

### Timeline for Curricula Phase-in

- To allow time for the careful, deliberate and aspirational work of designing effective modern curricula, the integrated curriculum will be phased in in three stages.
- Beginning in fall 2022, when the new University emerges, each campus will retain its local array while curricula development which began in fall 2021 continues. The exception to this is for graduate programs and a few undergraduate programs which may be further along.
- In fall 2023, most of the remaining academic programs would have been integrated and will be available at the various access points across the triad.
- Those few lagging programs – particularly those with disciplinary accreditations – will come on line in fall 2024.

### Timeline for "Teach Out"

- Lock Haven University is required and committed to ensuring that all students currently enrolled in programs will finish their degree at LHU.
- For current LHU students, this assurance will manifest in three versions:
  - Students in LHU programs which will go into moratorium and not exist across the triad will be taught out in a timely fashion. Advising, appropriate course substitutions and sequencing will be in play. Small class sizes and disciplinary expertise – local and otherwise will be leveraged to ensure timely graduation.

- Students in LHU programs that go into moratorium at LHU but that will remain as part of the new University will be appropriately cross-walked into the integrated degree at each level – sophomore to senior. These students will also have the option of remaining in the current track. Should they decide to do so, they will be taught out as above.
- Students in LHU programs that do not go into moratorium and that will exist across the array, will simply continue uninterrupted.
- Regardless of the scenario, students currently enrolled at LHU will continue to have faculty and staff advise them of their options as to how best to progress to graduation and prepare for their chose career. The process is designed to be seamless so the student experience is as smooth and angst-free.

### **Bridging the Digital Divide:**

Lock Haven University is launching a campus-wide digital learning initiative to support educational innovation for students and faculty and coaches. While it focuses primarily on teaching and learning, the initiative will also extend into the arena of research and creativity, coding with Swift (Apple’s easy-to-learn programming language), coaching, and will have the additional advantage of significantly reducing the cost of textbooks and therefore the expense of college.

The plan is that starting fall 2023, all entering freshmen will use iPad as a tool for learning. iPad will be used to create live documents, take notes, record lectures, live share course materials and videos with faculty, peers and teammates (via AirDrop), access and annotate faculty/coach presentations and, very importantly, access their course materials and resources.

Among the ways iPad will be used for instructional purposes include:

- In “flipped” courses, students may watch lectures and complete assignments online, leaving the classroom as a platform for dialogue and collaborative problem-solving.
- In field studies iPad will function as cameras and field notebooks to document plant and animal life, rocks, geological formations, and also serve as instructional aids and supplementary textbooks.

In this initiative, students will participate in engaging, vibrant educational experiences inside and out of the classroom, studio, and laboratory - using iPad to develop modern mobile skills to enhance learning and excel in an increasingly competitive workplace.

The landmark program that will begin at LHU and later expand to include Bloomsburg University and Mansfield University will give our students access to the amazing breadth of learning tools available on an iPad, including the over 225,000 education apps available in the App Store, as well as to Apple’s *Everyone Can Code* curriculum that may be accessed through General Education to teach critical iOS-based coding skills to enhance career readiness and literacy in the app economy – one of the world’s fastest-growing employment sectors.

The iOS app economy has created more than 1.75 million jobs in the US and generated \$6.5 billion in revenue for American app developers in 2019. With demand for coding skills stronger than ever, today there are more than 500,000 unfilled programming-related positions across the country, and the US Bureau of Labor Statistics predicts that by 2025 there will be 1.5 million more software development jobs than applicants qualified to fill them.

Entering students will be assessed a Technology Fee to cover the cost of the iPad which they will use all throughout their 4 years on campus. This cost may be covered through Financial Aid or Scholarships.

In preparation for 2023 and as part of Phase I of the initiative, LHU has purchased 80 iPad for use by faculty and coaches in both their personal and professional lives. Apple Engineers have provided start-up sessions to upskill faculty on the use of the technology and Apple Distinguished Educators will hold workshops on campus to demonstrate how they have transformed the education landscape in their classrooms by using the technology as a vehicle for delivery of content, for enhancing creativity, as well as for better and more effective engagement.

### **Outreach and Partnerships**

We continue to renew old partnerships and engage in new ones. In addition to a meeting with our regional Superintendents in June to discuss integration, we have renewed our commitment to having K-16 Quarterly Meetings (the last was held in mid-August) to discuss efforts to collaborate and better support our students and each other. A meeting with regional high school Principals and Counselors is being scheduled.

We have a proposal before our faculty union to pilot a concurrent enrollment initiative that would allow credentialed high school teachers to deliver LHU curricula to qualified students. In the model, the teachers will work with an LHU faculty liaison and defined pathways that articulate to college credentialing will be made available to high school students. This model complements the current versions of dual enrollment where students either come to campus or take LHU courses online from our faculty.

### **Workforce Development:**

Like all PASSHE schools LHU is hoping to implement a statewide database for tracking continuing education and workforce education across the state. We are exploring Prior Learning Assessment and non-credit to credit articulation agreement processes. Some of these are funded through the Prepared4PA PASSHE grants.

We are working to increase the range of programs available on the state Eligible Training Provider List (ETPL) to receive WIOA and TAA funds. LHU is an active WEDnetPA partner and will be awarding state grant funds totaling \$248,000 for training reimbursement to eligible employers.

Our current collaborative efforts with business and industry include:

- Clinton County EMS - EMT/EMR training
- KeyState Opportunities - natural gas conversion
- K-16 Teacher Professional Development opportunities
- Child Development Associate Certificate
- Medical Terminology Certificate
- SA Piper – Logistics and Warehouse Management

With SA Piper we are developing credit-bearing programs and stackable non-credit certificates that translate through Credit for Prior Learning in the areas of IT, Logistics, Supply Chain, and Warehouse Management. This effort highlights a collaboration with industry and academia and is being built to be transferable to businesses in our service area – and beyond.

Our existing Third-Party Partnerships include:

- ED2Go
- Center for Legal Studies by Barbri
- HealthEdToday
- MPower Massage Therapy

#### **An Update on the Clearfield Campus:**

Valerie Dixon, Associate Director of the Clearfield campus, has assumed the role of Interim Director and is making excellent use of a revitalized Advisory Board. Several promising initiatives including Credit for Prior Learning, partnerships with the Potter County Economic Partnership, the Northern Pennsylvania Regional College, Penn Highlands Healthcare System, CCCTC, and Clearfield School District are underway.

Despite the pandemic, the Clearfield campus remains a bright spot with respect to enrollment. Fall 2021 enrollment is up by 21 students from last fall. This trend is due, in part, to the efficacy of extending programs in Social Work, Criminal Justice, and Finance, Insurance & Risk Management from the Lock Haven campus. It bodes well for integration.

#### **An Update on Middle States Accreditation.**

Lock Haven University continues to prepare for its Middle States visit next month. All indications, including a visit from the Team Chair this past spring, point to a positive visit. As the visit is virtual, we are preparing an orientation video to help our guests get an in-person feel of the campus. Kudos go to Dr. Cori Myers and Dr. Jonathan Lindzey who spearheaded this campus-wide effort.

**Department Reports**

**Facilities Department**

*Director of Facilities, Scott McCall*

**In-house Projects In-process and Completed:**

- Paving Projects - Open contract for miscellaneous paving projects throughout the summer season. Cost \$50,000.
- Concrete Projects – Open contract for miscellaneous concrete projects throughout the summer season. Cost \$50,000.
- Fairview Suites Painting – Yearly painting maintenance and repairs are complete for the student rooms of the fourth floor of Fairview Suites.
- RLC Enabling Projects:
  - Smith Hall Basement Conversion – Converting the existing dorm rooms into offices for the IT Department. Project Cost \$135,000. The work is complete and the IT department has moved into the new offices. Project Completed.
  - Stevenson Library IT Help Desk – Created an IT Help Desk in the library, along with the supporting offices. Project completed.
  - Temporary TV Studio / Radio Station Move to Sloan room 321
  - Temporary move of “Black Box” to Sloan Auditorium
  - Ulmer 3<sup>rd</sup> and 4<sup>th</sup> floor “Swing Space” – Work was completed on July 1, 2021. This project funding is from the plant funds account. The cost of the project will fall within the proposed budget of \$3,000,000.
- Electrical Infrastructure Upgrade – Capital project through DGS. Budget \$6,000,000: The project work was completed by the contracted date of August 18, 2021. Currently the contractor (Westmoreland Electric Services) is scheduling LHU staff training and completing the “as built” drawings.
- Akeley Hall Repairs - Work is has been completed on the repairs to the parapet walls of Akeley Hall. The plaster repairs and painting of the stairwells is scheduled to completed in the coming month.
- Fire Alarm Upgrades – System upgrades have been completed on all campus buildings including Thomas Field House
- Smith Field Turf Replacement – The turf replacement project is complete and the field has been returned to the Athletic Department. The new AstroTurf is surrounded by LHU Crimson and is very striking in appearance and the new fully automatic field watering system makes this upgraded venue a great asset for LHU.
- Campus Safety and Security Project – Upgrade of campus safety equipment (AEDs, campus security phones, video cameras and door locks both internal and external). Approximate cost of \$125k. All aspects of this project are complete but the door locks.
- Building Demolition – Capital project to demolish High Hall, McEntire Hall and the water tower is in design. A design firm has been selected and contracted by DGS with bidding to be summited in December 2021 and demolition to begin in March 2022.
- Student Success Center – A new Student Success Center has been created on the first floor of Ulmer Hall. This area has been renovated, painted and had new furniture purchased to offer a fresh friendly area to provide extended and improved support for LHU student success.

### **Potential Upcoming Projects:**

- Relocation of the Campus Communication Antenna – Relocation of this antenna from the roof of McEntire Hall to the water tower area.
- Akeley Business Lab Proposal – A design proposal has been completed and we are awaiting a funding source.
- Clearfield Founders Hall Window Replacement
- Clearfield Founders Hall Roof Replacement
- Jack Stadium ADA Improvements
- East Campus Gym Upgrades
- Campus Village Retaining Wall Replacement

### **Financial Operations**

*Controller, Amy Dicello*

- The Business Office was busy throughout the summer working on year end processes and entries for Fiscal Year 2020-21. LHU's independent audit team, CliftonLarsonAllen, completed their financial review which went smoothly and the university's financial statements will be issued in November.
- The annual Financial Report (FINRPT) for Fiscal Year 2020-21 was submitted to PASSHE. The 1st submission of this report was due on August 10 and was then reviewed by CliftonLarsonAllen. The final audited version was submitted to PASSHE on August 31.
- The Student Accounts office distributed \$2,061,000 in HEERF III Federal Stimulus funds to 1,991 students on July 22<sup>nd</sup>. A second round of the HEERF III funding will be distributed to students in January.
- The Student Accounts Supervisor provided presentations regarding billing to students and their families at orientations on July 9<sup>th</sup>, 12<sup>th</sup>, and 19<sup>th</sup> and August 21<sup>st</sup>.
- The Comprehensive Planning Process (CPP) report was submitted to PASSHE on September 13<sup>th</sup> by the Northeast Integrating Universities, Lock Haven, Mansfield and Bloomsburg. The three universities submitted individual CPP narratives for fiscal years 2019-20 through 2022-23, as well as, an Integrated CPP Narrative. Universities were also required to submit budget actual and projections. The Northeast Integrating Universities submitted individual actuals or projections for fiscal years 2019-20, 2020-21, and 2021-22. The three universities also provided individual projections for FY 2022-23 which were totaled and then high-level adjustments due to integration cost and savings were applied to achieve a Northeast Integrating University budget. Northeast Integrating University projections were then provided for through FY 2025-26.

### **Office of Human Resources and Social Equity**

*Chief Administration and Finance Officer, Deana Hill*

### **Fall 2021 Return to Campus Plan – COVID Institutional Response Team**

- **The Fall 2021 Return to Campus Plan** was implemented to include indoor masking requirements, a robust on-boarding testing program for all unvaccinated students, on-going voluntary surveillance testing available for faculty, staff, and students, compliance with NCAA testing protocol, vaccination clinics, and educational programming. Contact tracing, quarantine and isolation protocol is in place. KF94 masks were provided to all faculty, staff and students.



- **The PA DOH has five COVID-19 strike teams** (twelve people per team) available to deploy to areas with low vaccination rates, rising transmission rates, and/or lack of sufficient COVID-19 public testing locations. The PA DOH has contracted with AMI to provide these services to communities throughout PA. The University is partnering with PA DOH to be the recipient of a dedicated AMI team that will assist in administering our testing protocol.
- **Mask adherence Surveillance at Colleges & University Project (MASCUP) Study-** LHU partnered with CDC and PA DOH for this project. (LHU IRB SP21-05). LHU, in collaboration with the Centers for Disease Control and Prevention, completed an 8-week study to observe mask use on campus. Over 60 colleges and universities across the country participated in this study during SP21 semester. The Health Science Club took the lead under the direction of Dr. Jennifer Rudella and Dr. Beth McMahan, LHU students - Jack Doyle, Nadia Romanchock, Andi Frano, Maria Ruiz, Gabriella Chyko, Jocelyn Schultz, McKenzi Etters, Katherine Tadros, Taylor Mortitz, Julia Beck, Jordan Humes, and Sierra McAfee were observers in the health science department. Hannah Baldwin, Pollyana Canete, and Samantha Kauffman were observers in the psychology department. Highlighted results: a total of 1,439 people observed, 99% wore masks, 91% wore masks correctly, and the most common type of mask was cloth (57%), followed by surgical (38%), followed by neck gaiter (3%). This research identified the importance of continuing education on correct mask use. LHU AmeriCorps members are now working on an incentive campaign to encourage students to use masks properly.
- **COVID-19 Community Based Participatory Research – Raising the Voices of Students** (LHU IRB SP21-02) Research Team: Amber O'Brien DMSc, BSN, PA- C MHS, Kristin Vincenzes, Ph.D. , Anna Mae Smith, MPAS, PA-C, Jessica Diehl, MHS, PAC, Beth McMahan, Ph.D. Please see a full set of results in the link below. The research team facilitated input from 460 LHU students to uncover and address challenges and impact COVID-19 is having on their population. Top student concerns have driven educational campaigns in areas of mask use, vaccination hesitancy and mental health.
- **LHU students' partner with River Valley Health & Dental Federal Health Clinic (RVHDC)** to conduct research on vaccine hesitancy. LHU students assist in the collection, data entry and statistical analysis of an ongoing survey being conducted by RVHDC which drives Lycoming and Clinton county educational campaigns.
- **Two AmeriCorps positions were secured for LHU students through STEP Inc and work with the university's COVID-19 Response Team, County Officials, local coalitions and healthcare providers.** The AmeriCorps members serve to strengthen our community through involvement in outreach efforts that are intended to help make LHU and the entire Clinton County a healthier and safer place to call home during the COVID-19 pandemic. Students work to promote county-wide COVID-19 mitigation strategies through comprehensive coordination with various community partners such as River Valley Health and Dental Clinic. Participate in COVID-19 research projects related to case rates, mitigation policies, and vaccine uptake and hesitancy. Assist with a full range of COVID-19 testing activities, from event planning to clinical duties and follow-up reporting. Engage in contact tracing activities involving LHU cases, and close contacts.

#### **HR Shared Services**

- **PASSHE HR Shared Services** initiative for the six (6) integrating Universities, Payroll Supervisor, Lynn Gray, transitioned to PASSHE Shared Service/Payroll. All payroll functions for LHU, Bloomsburg, and Mansfield Universities are currently being performed in the shared services arrangement. As additional HR functions (benefits administration, workers compensation administration, leave of absence administration), it is anticipated that additional LHU staff will transition to PASSHE.

- **PASSHE ServiceNow**, a state-of-the-art service delivery tool, has begun. This technology will transform the way our HR professionals will complete certain aspects of their day-to-day work and streamline and improve existing processes. At a very high level, the ServiceNow technology tool will:
  - Enable seamless delivery of HR services to employees, regardless of where you, or the employee, are physically located
  - Reduce manual processes, and streamline and automate workflows
  - Provide increased opportunities for employees to access information and assistance in a self-service environment

The ServiceNow implementation project has commenced, and is anticipated to take six months, with a targeted completion in February 2022.

- **HR Sharing Services:** HR continues to realign staff with Bloomsburg and Mansfield HR services as we move towards an integrated University.

## Title IX

- The annual Title IX report was submitted to the Office of the Chancellor covering the time period of July 1, 2020 to June 30, 2021. A total of three (3) Title IX complaints were processed during this reporting period which included the following categories: 1 dating violence case and 2 sexual exploitation cases.
- In July 2020, PASSHE partnered with the SUNY Student Conduct Institute (SCI) to provide comprehensive training related to the investigation and adjudication of law and policy violations on college campuses. Each LHU Title IX team and board member completed 8 hours of individual online training with the Student Conduct Institute in accordance with annual compliance of the Federal Regulations released by the Department of Education in May 2020. The following courses were completed: Pennsylvania State Law Basics, Virtual and Mock Hearings, Decorum in a Title IX Hearings, Cross-Examination, Conflicts of Interest and Bias, Confidentiality, Privacy and Privilege in Disclosures of Sexual and Interpersonal Violence, and Due Process.
- The Associate Director of Human Resources presented Title IX information at new student orientation at both parent and student sessions and at international student orientation. Parents and students received information regarding on and off campus resources, accommodations, bystander awareness programs, required training for all new students, and reporting options for students who experience incidents of dating and domestic violence, stalking and sexual assault.
- The Associate Director of Human Resources presented Title IX information at Resident Assistant (RA's) Training. RA's received information regarding resources and accommodations on and off campus, their requirements to report incidents, bystander awareness programs, situations were discussed for best practices, and policies and procedures.
- The Associate Director of Human Resources presented Step Up, a bystander awareness training to the Resident Assistant (RA's). The training focused on how to notice an issue, interpret it as a problem, assume personal responsibility, and implement help for the student.
- The Associate Director of Human Resources for compliance presented Title IX information to the leaders of the TRIO program. The leaders were made aware of resources and accommodations on and off campus, their requirements to report incidents, bystander awareness programs, situations were discussed for best practices, and policies and procedures.

- All students received the online training course by Foundry entitled Sexual Assault Prevention for the College Community. The online training examines the interconnected issues of hooking up, substance abuse, sexual violence bystander awareness and healthy relationships. The course is interactive, engaging and informative.

### It's On Us

The first week of school focused on educational awareness surrounding sexual assault on campus. Awareness activities included:

- On August 23<sup>rd</sup> and 24<sup>th</sup> “Coffee, It’s on Us” – Free coffee for students was distributed with a statement that addresses consent on each cup. Students will be asked to sign the *It's On Us* pledge and “like” our Facebook page. Informational brochures about Title IX, consent, amnesty, and upcoming events will be handed out.
- On August 25<sup>th</sup>, Sex Ed Boot Camp presented to all students. Sex Ed Boot Camp covers the following topics: Healthy Relationships, sexual health, consent, alcohol and consent, Title IX, preventing sexual violence, negotiating consent, safe sex techniques, communicating with a partner, understanding sexual orientation and gender identity, connecting with marginalized members of their campus community.

### Information Technology

*Director of Information Technology, Boise Miller*

- **Academic and Administrative Wireless Networking:** The project to fully replace the campus WiFi system is complete. Coverage and speeds have increased dramatically.
- **Firewalls:** Lock Haven IT is in the process of replacing our campus firewall hardware with next-generation firewalls from Palo Alto Networks.
- **Endpoint Protection:** Lock Haven IT has implemented Carbon Black to protect against malware and ransomware on desktop, laptop and server systems.
- **Greenburg Auditorium:** Greenburg Auditorium in the Willis Health Professions Building has been upgraded to the latest available audio/visual technology and control systems.
- **Student Success Center:** Lock Haven IT staff have been very involved with the development of the new Student Success Center in Ulmer Hall, providing infrastructure and computer hardware installation.
- **Student Information System:** Lock Haven continues to be involved in the PASSHE OneSIS effort and will, as part of the new integrated institution, be among the first to transition to OneSIS.

### Public Safety

*Director, Tim Stringer*

- Public safety has had one officer resign to take a position with a municipal police department in Lycoming County. Police Sergeant Tom Bruno retired.
- We are currently looking to find qualified candidates to fill our existing openings. We are working with LHU HR to work with PASSHE to identify options outside of what we normally do to hire quality people to fill our vacancies, including supporting a candidate through completion of Act120 certification.

- Sgt. Matt Coxford attended a two-day ALICE (Active shooter instructor class) in Altoona, PA. This class was hosted by the South-Central Mountains All Hazards Task Force. They were not able to fill the class and they reached out to the North Central All Hazards Task Force to fill the class. This was free training.
- Specialist Hall, Sgt. Coxford and Sgt. Shoemaker attended a two-day training on cyber-crime and resources for law enforcement to assist in cyber-crime investigation. We were able to use this training with a recent incident on campus.
- Sgt. Shoemaker attended a week-long training at Mansfield University that was hosted by The Law Enforcement Training Institute at Mansfield. This training was a pilot program for campus police across the country. The training had attendees from several PASHEE schools and from other schools in Pennsylvania and other states.
- The Public Safety Department was able to have one of our instructors recertified as a Taser Instructor to continue to train the department staff in use of the Taser. This training was a hybrid course of online training with a day of practical exercises and drills.
- All Officers completed their basic firearms qualification for the calendar year. We were able to use a newly constructed firearms range on the Pennsylvania Game Commission land on Game Lands 255.
- The Public Safety Department has completed updating all of our department policies. We will use these updated policies to begin the process to become an accredited police department through the PA Chiefs of Police Association. This process should take approximately two years to complete.
- With the return of students to campus, the Public Safety Department has made numerous presentations to various student groups across campus. These presentations are designed to introduce new and existing students to the Public Safety Department and our philosophy of “Community Policing”.
- The Public Safety Department has been able to process parking permits to all faculty, staff and students who need parking permits. Since the beginning of August, Public Safety has issued 1,253 parking permits.

# Lock Haven University Council of Trustees Report

## Enrollment Management and Student Affairs

September 17, 2021

Dr. Stephen Lee, Vice President for Enrollment Management and Student Affairs

### Fall 2021 Enrollment: Overall (9/10/21)

	Fall 2020 Census Enrollment	Fall 2021 Goals (CPP)	Registered Fall 2021	Progress to Goal
Undergraduate	2,727	2,648	2,512	94.9%
Graduate	436	440	464	105%
Total	3,163	3,088	2,976	96.4%*

\*The CPP Goal was revised June, 2021 to 2,950 (100.8% of goal)

### Fall 2021 Enrollment: By Campus (9/10/21)

	Fall 2020 Enrollment	Fall 2021 Enrollment	Difference
Main Campus	2,841	2,708	-133 (4.7%)
Clearfield Campus	303	248	-55 (-18.1%)
Dixon Center	22	11	-11 (-50%)
Coudersport	23	9	-14 (-60.8%)

### Fall 2021 Enrollment: New Students (9/10/21)

	Lock Haven		Clearfield	
	Fall 2020	Fall 2021	Fall 2020	Fall 2021
Freshmen applications	2,594	2,231	96	92
Transfer applications	379	341	90	102
Graduate applications	349	398		
Freshmen deposits	609	532	37	41
Transfer deposits	124	102	27	30
Graduate deposits	173	176		

Freshmen applications were down 363 (-14%) at the Lock Haven Campus and 4 (-4%) at the Clearfield Campus. Transfer applications were down 38 (-10%) at the Lock Haven Campus and up 12 (13%) at the Clearfield Campus. Graduate applications were up 49 (14%). Freshmen deposits were down 77 (-13%) at the Lock Haven Campus and up 4 (11%) at the Clearfield Campus. Transfer deposits were down 22 (-18%) on the Lock Haven Campus and up 3 (11%) on the Clearfield Campus. Graduate deposits were up 3 (1.7%).

### Fall 2021 Enrollment: Retention

Fall 2020	Fall 2021	Difference
73.5%	69.8%	-3.7%

## Fall 2021 Enrollment: Diversity/Ethnicity – New Undergraduate Students

New UNDG Students	Fall 2021		Fall 2020	
	Count	Percentage	Count	Percentage
Two or More	27	4%	2	0%
African American	54	8%	60	8%
American Indian	1	0%	6	1%
Asian	9	1%	4	1%
Hispanic	22	3%	31	4%
International	10	1%	2	0%
Pacific Islander	1	0%	1	0%
Unknown	12	2%	12	2%
White	573	81%	645	85%
<b>Grand Total</b>	<b>709</b>	<b>100%</b>	<b>763</b>	<b>100%</b>

## Fall 2021 Enrollment: Diversity/Ethnicity – All Students

All Students	Fall 2021		Fall 2020	
	Count	Percentage	Count	Percentage
2 or More	75	3%	24	1%
African American	186	6%	208	7%
American Indian	5	0%	18	1%
Asian	34	1%	44	1%
Hispanic	108	4%	108	3%
International	21	1%	10	0%
Pacific Islander	3	0%	2	0%
Unknown	55	2%	49	2%
White	2466	84%	2700	85%
<b>Grand Total</b>	<b>2953</b>	<b>100%</b>	<b>3163</b>	<b>100%</b>

## Enrollment Management: Activities and Initiatives

### Admissions

- The Admissions office was pleased to welcome students to campus for visitations this summer and is now in full swing with fall visits. Admissions hosted over 350 prospective student visitors this summer and 427 students from January through April.
- Admissions is planning a VIP event on September 18 for students who have been admitted early and Open House events on October 9, 30 and November 20.
- Standardized test scores (SAT/ACT) will not be required for admissions or scholarship review for fall 2022.
- Admissions is actively making decisions on Fall 2022 applications and the enrollment deposit will remain the same.

- On November 5th, Admissions will host a Counselor Information Day to connect PASSHE Universities with high school guidance counselors from throughout Central Pennsylvania. This event presents an excellent opportunity to update guidance counselors on the progress of integration.

**Center for Career and Professional Development**

- The CCPD has planned a variety of events for students this fall including:
- Design Your Life/Haven EDGE program for freshmen and sophomores (8-week certificate program on career readiness) occurs every Tuesday from August 31 – October 18.
- Workforce Recruitment Program (WRP) Information Session (in partnership with Disability Studies office) - September 2.
- Resume Review Session - September 15.
- Road Map to Graduate School with Dr. Don Martin - September 30.
- Practice Tests for GRE | GMAT | MCAT | DAT - October 16.

**Financial Aid**

- The Office of Financial Aid hosted a FAFSA Completion Workshop on Wednesday, September 8, 2021 in the Raub Hall computer lab. This workshop was offered to help students complete the 2021-22 Free Application for Federal Student Aid (FAFSA).
- A third round of federal HEERF Funding was dispersed this summer. The funds were earmarked for students who were financially impacted by COVID in fall or spring of the 2020-21 academic year. In total, \$2,067,800 was dispersed to students as a direct refund. Additional funds are available for students who complete an application. As with the previous two rounds of HEERF funding, Expected Family Contribution (EFC) was used to determine the award value; students with the highest financial need, received the largest award value. The below table provides data on the number of recipients for each EFC range and the award values.

EFC	#Students	Award Value	Total
\$0-5,576 (Pell)	711	\$1800	\$1,279,800
\$5,577 – 12,000	239	\$1200	\$286,800
\$12,001 – 24,999	281	\$800	\$224,800
\$25,000 and above	233	\$500	\$116,500
No FAFSA	533	\$300	\$159,900
<b>Totals</b>	<b>1,997</b>		<b>\$2,067,800</b>

- Liza Kopp, Assistant Director of Financial Aid, coordinated with the Student Veteran Alliance (SVA) to hold the annual 9/11 ceremony at University Commons on Saturday, September 11, 2021 at 8:40AM. Volunteers placed over 3000 American flags in the ground for the ceremony.

## **Student Success Center Office**

- The Student Success Center (SSC) formally opened on Monday, August 23 under the leadership of Dr. Amy Downes and Mr. George Rusczyk. The Success Center provides a centralized location for students to receive help across a variety of needs that affect retention.
- The Student Success Center Office serves as a hub for coordinating student success coaching, mentoring, and outreach. In addition, the Student Success Center Office coordinates communication and collaboration among the offices in the SSC, and collects data to inform retention strategies and Early Alert functionality.
- The Student Success Center (SSC) is located on the first and second floors of Ulmer Hall and includes the following staffing:
  - Dr. Amy Downes – Director of Student Support and Retention
  - Mr. George Rusczyk – Director of Outreach and Transition Programs
  - Mr. Reed Mellinger – Tutorial Services Director (located on the second floor of Stevenson Library)
  - Dr. Orlando-Marquez Kittrell – Act 101 Director, Academic Improvement Plan (AIP) Coordinator
  - Ms. Tammy Kramer – Administrative Support
  - Mr. Benjamin Game - Student Success Specialist (Lock Haven Campus)
  - Ms. Rebecca Baker – Student Success Specialist (Lock Haven Campus)
  - Ms. Trinity Werstler – Student Success Specialist (Clearfield Campus)
  - Mr. Dakotah Miller – (GA) Assistant Student Success Specialist
  - Ms. Hadly Raven – (GA) Assistant Coordinator of Haven Cupboard/HOPE Center
  - 25+ Student Success Mentors
- In addition, the following offices are also part of the Student Success Center:
  - Diversity, Equity and Inclusion
  - Student and Residence Life
  - Financial Aid
  - Registrar
  - Student Accounts
  - University Disability Services
  - TRIO
  - Center for Career and Professional Development
  - Center for Global Engagement
  - Counseling Services
  - The HOPE Center
- The following report provides data on student visitations to the SSC over the first three weeks of operation.



Department	09/10/21	09/09/21	09/08/21	09/07/21	09/03/21	09/02/21	09/01/21	08/31/21	08/30/21	08/27/21	08/26/21	08/25/21	08/24/21	08/23/21	Total
Housing	0	0	0	2	0	0	2	1	2	3	2	1	1	1	15
Financial Aid	6	0	1	1	1	5	5	4	5	2	4	14	2	29	79
Student Accounts	3	5	0	5	4	5	0	0	0	0	1	1	0	8	32
Registrar	0	1	2	0	0	2	3	0	3	6	3	6	5	9	40
Diversity	0	0	1	0	1	2	0	0	0	1	0	1	3	0	9
Student Success	1	2	1	2	5	2	8	3	1	3	4	14	5	11	62
Career & Professional	0	0	0	1	1	0	0	1	2	1	2	1	1	0	10
TRIO SSS	1	4	0	0	6	0	2	0	2	0	1	3	1	8	28
Disability Resources	0	3	1	0	0	0	0	0	1	0	1	2	1	3	12
Executive Offices	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Counselling Center	0	1	1	0	4	1	0	0	0	2	2	2	3	0	16
International Office	0	0	0	0	0	1	0	2	0	0	0	1	0	1	5
Other	3	4	1	3	0	2	1	4	6	4	2	0	5	7	42
Help direct a student?	0	0	0	0	1	0	0	1	0	0	1	2	4	1	10
Clearfield				9	7										
Daily Total	14	20	8	23	30	20	21	17	22	22	23	48	31	78	377
Weekly Total	65			110					202						

- A total of 655 students attended in-person or virtual orientation events this summer. Only 70 students were flagged as non-participants in any of the events. Below is a summary of orientation attendance.

Date	Session	Registered	No Shows	% Attended	Attended not Registered	Total Attended
6/25/2021	AM	48	2	95.8%	0	46
6/25/2021	PM	42	4	90.5%	1	39
6/28/2021	AM	47	3	93.6%	1	45
6/28/2021	PM	51	4	92.2%	0	47
7/9/2021	AM	48	4	91.7%	1	45
7/9/2021	PM	48	4	91.7%	1	45
7/12/2021	AM	49	2	95.9%	2	49
7/12/2021	PM	46	5	89.1%	1	42
7/16/2021	CLFD	20	3	85.0%	0	17
7/19/2021	AM	45	6	86.7%	0	39
7/19/2021	PM	34	3	91.2%	3	34
7/30/2021	CLFD	20	1	95.0%	0	19
8/16/2021	CLFD	18	1	94.4%	0	17
<b>In-Person Totals</b>		516	42	91.9%	10	484
Date	Session	Registered	No Shows	% Attended		
6/23/2021	Virtual	64	16	75.0%	0	48
7/23/2021	Virtual	75	14	81.3%	0	61
<b>Virtual Totals</b>		139	30	78.4%	0	109
<b>Overall Totals</b>		655	72	89.0%		593

### Student Activities, Student and Residence Life: Move-in and Welcome Week

- New LHU students moved into their residence halls on August 19 and 20 and returning students arrived on August 21. That evening, ice cream was provided at the Alumni Pavilion on the Poorman Commons and a comedian performed in Price Auditorium. Orientation sessions for new students were held on August 21 and 22.

- On August 22, there were lawn games, snacks and the “New (academic) Year’s Eve” party, where students counted down to the start of the new school year. The party, which took place in front of Price Auditorium, included a DJ, zipline and ball drop. LHU’s mascot, Talon, made an appearance at the party and even took a ride on the zipline.
- There was an intramural open house at the Student Recreation Center on August 23 as well as the Greek Life Carnival and lawn games on the Poorman Commons. An open house for the new Student Success Center was held on August 24. On August 25, there was a HAC Hump Day activity, community service open house, and Sex Ed Boot Camp.
- August 26 activities included the Involvement Fair on Ivy Lane and the popular LHU tradition, Color Splash on the commons. On August 27, the Haven Activities Council (HAC) held an event featuring PiP Comic Illusionist and also offered a game of capture the flag.
- On August 28, students could take a walk on the LHU Nature Trail and watch the HAC Big Screen Movie: “Cruella”.
- August 29, student worship was held as well as an opportunity for a walk together on the River Walk.
- Students were able to explore downtown Lock Haven with a walking tour August 27 - 29 and also receive free tickets for a movie at the local Roxy theater August 28 and 29.
- In a joint partnership with the LH Downtown and the area Jaycees, the Student Activities Office sponsored “Ya Gotta Regatta Packs” containing ride tickets and food vouchers for Lock Haven Regatta held September 3 and 4.
- The Community Service Office worked with the Red Cross to host a campus Blood Drive on September 7 and 8 at the Student Rec Center.
- The Annual Club Fair was held on Thursday, September 9 from 11:00 AM to 2:00 PM on Ivy Lane.
- On Saturday, September 11, the Community Service Office and the Student Rec Center sponsored a “Park Clean-Up & Kayaking Trip” at Bald Eagle State Park for students.
- Greek Life programs included: September 1 from 6:00 to 8:00 PM “Meet the Greeks” on Ivy Lane; September 6 – New Member Interest Meeting (Virtual); September 8 - Sorority Showcase.

## FALL ORIENTATION AND WELCOME WEEK



## **Student and Residence Life**

- Housing for Fall 2021 as of September 9, 2021:
  - Returning students in housing = 387
  - New students in housing = 384
  - Total students in on-campus housing = 771
  - Smith and Campus Village are pet friendly halls and have 21 pets to date.
  - Housing has been reserved for students who need to quarantine.
- Residence Hall Programming:
  - Fairview Suites has hosted 14 programs (e.g. Bachelor in Paradise, a Tea party, Ice Cream Truck and I'd hit that.)
  - Campus Village has hosted 7 programs (e.g. Body Image Workshop and Jack Box Games)
  - Smith Hall has hosted 8 programs (e.g. Finish the Vine, Paint & Sip, and Brownie in a Mug)
- Dining:
  - As of September 6, 2021, there are 1058 current students who have a meal plan.
  - Upper, Lower Bentley and Nanobites are all open.
  - A True Balance station for students with food allergies will be opening soon.
  - Because University Dining Services experienced significant staffing shortages at the beginning of the semester, hours of operation at several venues (Nanobites, Starbucks, Bentley Market and the Italian Kitchen) had to be reduced. Fortunately, the staffing challenges have been mitigated with recent hiring and hours of operation are being restored.

## **Enrollment Management Functional Integration Team (FIT)**

- The Enrollment Management FIT is comprised of representatives from Admissions, Financial Aid, IT, Registrar and Career Services across all three campuses. The FIT meets weekly and has been engaged in planning to develop the vision that will support a new enrollment management strategy for the integrated university. Important areas of focus for the FIT include:
  - Strategic enrollment management plan for the integrated university.
  - Unified recruitment strategy for one integrated university that aligns three campuses.
  - Implementation of Slate (CRM) to support recruitment for all three campuses.
  - Development of a consistent scholarship strategy for all three campuses.
  - Consistent training for all admissions counselors (talking points).
  - Development of unified policies and procedures.
  - Development of unified application standards and application processes.
  - Development of consistent transfer credit procedures.
  - Implementation of unified platforms that support financial aid processing.
  - Implementation of a unified dual enrollment program for the integrated university.

# Lock Haven University Council of Trustees Report

## University Advancement

September 17, 2021

Joe Fiochetta, VP for University Advancement

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### Advancement Office

University Advancement serves Lock Haven University by building and strengthening relationships with the internal and external communities we serve to encourage advocacy, investment and support of the University, its mission, goals and programs in support of student and alumni success.

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### Volunteer Leadership Meetings

- The Foundation and Alumni boards will hold a joint fall meeting on October 21, 2021 before the start of Homecoming Weekend. Both boards will meet individually that day as well.
  - Board committees continue to meet monthly.
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### Integration Update

Several functional implementation teams (FIT) have been formed, moving the integration process from the strategic stage to the more tactical, implementation stage. FIT teams meet weekly and are focused on identifying a best practices approach and structure to each divisional area.

As previously communicated, each university will maintain separate, independent foundations and alumni associations; however, if appropriate, opportunities to collaborate amongst the entities are being explored.

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### Alumni and Community Engagement

The Advancement team continues to find opportunities to reach, relate, engage, and connect with our alumni and community members.

#### Recent Activities

- August 3-6, TKE Reunion
- August 6, Golf Team Golf Tournament (Clinton Country Club)
- August 13, Volleyball Golf Tournament (Clinton Country Club)
- August 14, Baseball Golf Tournament (Clinton Country Club)
- August 19, Virtual Alumni Happy Hour (Graduation Years from 2000-2009)
- August 21, Track & Field Traditions Weekend

#### Upcoming Initiatives

- In the coming months, the team has planned additional in-person and virtual events including:
  - September 23, Virtual Alumni Happy Hour at 7 pm (Graduation Years from 2010-2021)
  - October 16, Celebration of Coach Karl Herrmann (Herrmann Pavilion at Jack Stadium)
  - October 21-23, LHU Homecoming Events
    - Oct. 21, Parade w/ Keystone Central School District (Downtown Lock Haven)
    - Oct. 22, Alumni Golf Tournament (Belles Springs Golf Course)  
Kraft and Karry (Belles Springs Golf Course)  
50th Class Reunion Mix & Mingle (DACC)

Alumni Mix & Mingle (DACC)

- Oct. 23, 50th Class Reunion Campus Tour
  - 1970 50th Class Reunion (originally postponed due to COVID)
  - 1971 50th Class Reunion
  - Band Alumni Event
- The LHU Alumni Office continues to pilot a number of new initiatives in collaboration with colleagues throughout the university.
  - In partnership with the LHU Admissions Office, the teams are working together to help with recruitment by using our alumni to assist with the admissions cycle.
  - The LHU Alumni Mentorship Program (LAMP), in partnership with Kenny Hall and the DEI office, kicked off a mentorship pilot this fall that pairs current students of color with alumni of color mentors. In this initial phase, 8 minority students were partnered with 7 alumni mentors.
  - The TRIO Program, which serves first generation and low-income students, started a mentorship program using alumni volunteers.

## Fundraising

### Recent Activities

- A scorecard with year-over-year statistics was created to track the historical performance of key metrics. As of fiscal year-end (June 30, 2021) compared to last fiscal year (June 30, 2020):
  - The Foundation’s endowment market value grew 34% to just over \$16 million.
  - Total revenue (minus endowment gains) was down slightly due primarily to the loss in rental income from Evergreen Commons as well as lack of use of the DACC.
  - Total receipted donors grew by 5% and receipted revenue grew by 3%.
  - Overall scholarship and endowment production are down across both categories.
  - Overall program ROI increased from 5:1 to 8:1 – a 34% increase.
  - Alumni participation (e.g. donors) increased to nearly 4%.

FINANCIALS	FY17-18	FY18-19	FY19-20	FY20-21	
Endowment, Market Value	\$10,834,646	\$12,364,424	\$12,142,696	\$16,252,899	▲34%
Total Revenue	\$6,773,048	\$5,681,523	\$3,819,445	\$8,136,544	▲113%
<i>Unrestricted Contributions</i>	\$203,379	\$169,747	\$65,116	\$65,175	0.8%
<i>Non-Scholarship Contributions</i>	\$452,535	\$300,732	\$461,807	\$367,288	4.5%
<i>Scholarship Contributions</i>	\$920,335	\$647,988	\$639,875	\$667,954	8.2%
<i>Events &amp; Fundraisers</i>	\$341,828	\$386,243	\$228,809	\$93,978	1.2%
<i>Rental Revenues</i>	\$3,123,497	\$3,214,937	\$2,205,896	\$2,130,020	26.2%
<i>Investment Returns</i>	\$1,078,487	\$671,118	\$151,439	\$4,543,683	55.8%
<i>Other Revenues (contracted services, commissions, grant income, membership dues, etc.)</i>	\$652,987	\$290,758	\$66,503	\$268,446	3.3%
Total Expenditures	\$5,316,497	\$5,329,280	\$4,486,486	\$4,113,249	50.6%
Total Net Revenue	\$1,456,551	\$352,243	(\$667,041)	\$4,023,295	
Program ROI	27.4%	6.6%	-14.9%	97.8%	
% of Revenue Unrestricted	\$203,379	\$169,747	\$65,116	\$65,175	0.8%

- We continue to meet with donors both virtually and in-person to cultivate relationships with our top prospects.

### Upcoming Initiatives

- The annual Scholarship Brunch is scheduled for Sunday, September 26, 2021
  - The team is working on our several fundraising appeals including:
    - September, Back to School appeal
    - November, Giving Tuesday appeal
    - December, End-of-Year appeal.
  - Stewardship efforts include an annual report to donors for distribution in October and year-end pledge reminders for donors with outstanding pledge commitments.
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# LHU Strategic Communications Update

## September 17, 2021

### Communications

#### Recent Activities

- In partnership with the North East Integrations Marketing and Communications working group, two regular integration communications will continue through the fall semester. Integration Insights is distributed regularly to campus communities including faculty, staff and students, parents, alumni, and local communities with relevant integration information. The series is also available on LHU's social media platforms.
- The Strategic Communications Office continues to support LHU's COVID response through a public service campaign—Protect the Nest—aimed to raise awareness about COVID guidelines, and promote healthy practices and vaccination. Strategic Communications coordinates and produces a weekly social media series, video PSA's, and a campus poster campaign. In addition, the office supports regular website updates to the COVID-19 Dashboard.
- Strategic Communications recently partnered with divisions across campus on the Student Success Center. New signage was developed throughout the space to offer a welcoming and easy to navigate campus hub. In addition, photography was updated throughout the space utilizing aspirational images in line with the Success Center mission.

#### Upcoming Initiatives

- The Office of Strategic Communications continues to promote the good things happening at LHU through traditional and social media. In addition, the office will work closely with our partners in EMSA to support recruitment initiatives for the fall 2022 cycle.
- The Fall 2021 issue of The Haven Magazine, celebrating the Return to The Haven, is well underway and will release close to Thanksgiving

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### Marketing

#### Recent Activities

- The Marketing team developed a preliminary budget to formulate a marketing plan for the Spring semester. We focused our tactics on driving enrollment within the predetermined budget cap.
- As part of our consolidated marketing efforts, we set into motion with VONT/ETHOS, a digital ad program focusing on an MS in Clinical Mental Health Counseling and new landing pages for our Graduate programs.
- We addressed web-related content issues by completing the Fin-aid section of our site with the assistance of our content writer, who is helping us improve our site's engagement and searchability.
- On the traditional side of the marketing equation, we developed full-page recruitment ads for the Sun-Gazette Progress Edition, West Branch Magazine, and the Express and Scranton Times.
- As the pandemic began affecting our recruitment, we also developed a recruitment campaign for OTT (Effectv) and conventional television (WNEP) to help boost our efforts.

- To support the integration process, we reviewed the final RFP for our digital agency with the selection of Carnegie Digital to support the three universities in our future marketing efforts.
- We developed three direct mail postcards for Admissions and revised the Viewbook and Teaser brochures to reflect changes in the academic curriculum.

#### Upcoming Initiatives

- Engage the Content Copywriter to focus on the Admission section of the website to increase our site's efficiency.
- Begin construction of the 21/22 marketing plan upon approval of the budget.
- Re-editing the virtual tour video – to reflect the return of students to campus.
- Begin developing an introductory video of Lock Haven University as part of the Middle States Evaluation requirements.
- Initiate the development of a Go-to-Market plan for PASSHE to help support the integration process.
- Meet with DACC marketing group to review plans for upcoming engagements.
- Re-engage VONT to develop a digital campaign for Athletic Training.
- Review additional collateral material for changes and updates.

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## **Athletic Communications and Marketing**

#### Recent Activities

- Finalized staff for 2021-22. Announced the addition of Adam Kaylor (LHU '18 & '20) as Athletic Communications Assistant and hired two new Graduate Assistants after extensive searches.
- Finalized summer projects and fall-sport planning: Included extensive website updates (schedules, rosters, bios, etc.), budget planning, broadcasting updates, facilities project/video tour, social media rebrand, *among others*.
- Prepping for full return of all athletics during 2021-22 academic/athletic year. *First fall with all nine teams in action.*
- Successfully promoted the start of seven of our nine fall athletic teams.
- Finalized radio contract with Bear Country Radio, 99.9 WQBR for 2021-22 athletic season.
- Continued augmentation of social media (First PSAC athletic communication office to release a TikTok account).
- Supported alumni outreach and fundraising efforts.
- Extensive Integration work – continue to lead weekly athletic communication meetings and projects. Serving on FIT TEAMS for MarCom and Athletics. Attended two-day retreat at Bloomsburg in early August.

#### Upcoming Initiatives

- Coordinate LHU athletic communication and marketing plans, and strategies for the 2021-22 academic year, and beyond.
- Promote and publicize all fall sports and being prep work for winter and spring athletics.
- Finalizing project to highlight athletic facilities.



# Office of Diversity Equity and Inclusion

## 2021-2022 Goals and Objectives

### Foster a welcoming, diverse, and inclusive environment for faculty, staff, students

- Development of LHU Strategic Plan for Diversity, Equity, & Inclusion (Spring 2022)
- Assess campus climate to plan and implement initiatives, programming and training to support a positive campus and community climate; Campus climate survey rollout (Spring 2022)
- Utilize SafeZone and Diversity training sessions to build a stronger sense of community of acceptance and understanding throughout the LHU community; (Fall 2021 and Spring 2022)

### Identify, attract, retain and graduate a diverse student body

- Implement diverse community outreach strategies to expand recruitment areas for underrepresented student populations
  - Establishment of internal minority recruitment planning team (Fall 2021; DEI and Admissions)
  - Identifying locations for local/regional HS informational sessions with families/students of prospective LHU students
  - Utilize athletic summer camp activities to enhance on campus recruitment efforts
  - Increase and differentiate social media efforts to establish constant contact interactions with prospective LHU students
- Establishment of a campus multicultural center at Lock Haven University (Spring 2022)

# OFFICE OF DIVERSITY EQUITY AND INCLUSION

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