

Fall 2020 Opening Semester Meeting Address

August 19, 2020

President Robert Pignatello

Good morning everyone. This is our world now. I'm here - on Zoom - in one of our classrooms. You are out there. Masks and hand sanitizer are everyday accessories. Earlier today I was one of the first in line to take the virus test as students begin to move in. By the way it was easy, quick, and painless.

On Monday we officially start a new academic year. It is always a time of renewal and recommitment to many things that we hold dear. But we are doing this without many of the traditions that we have come to cherish including the ceremonies and events that bring us close together and annual time-honored rituals to celebrate our hope and pride for the coming year.

We have learned, as a result of the pandemic, to appreciate these rituals and what they symbolize, so much more. We appreciate our mission to educate and provide affordable learning opportunities which change the trajectories of our students' lives and their families. We advance them and their economic status as we advance the pursuit and creation of knowledge.

We appreciate our storied history serving the Commonwealth now for 150 years – a great milestone and celebration that was upended by the pandemic. But we have scheduled a special dedication this October of a grand eagle statute to be located in our outdoor Commons that you will hear more about later.

We appreciate the importance we have to our external community as a vital institution that will continue to be integral to the local economy and fabric of the city and region, and the needs of its citizens.

We appreciate the camaraderie that we share, our evolution into an institution that cares about and respects one another - that listens to each other.

On a more personal level we have learned through this long period of semi-isolation, the importance and power of our relationships with others - our friends, family, co-workers - that we are social beings who need to share experiences and emotions, challenges, joys, and hardships with those around us. It is the essence of our humanity.

We find ourselves today in unique and unusual circumstances. I hesitate to call it the new normal just yet, because there's very little normal about it.

Circumstances that are at odds with so much that we know and are used to and could always rely upon. This is the antithesis of who we recognize ourselves as. And profess ourselves to be. A close personal, interactive, socially active academic and co-curricular environment - that promotes and exemplifies these values. And we face a future with significant ambiguity and uncertainty.

I believe we are following the right path for this most unusual semester we are about to start toward mitigating risk to our entire Bald eagle community. But we will all miss the vibrancy of academic life that defines LHU and so many other institutions so that we can more effectively fight the spread and

impact of covid. It will not be the same. Fewer students on campus, in our residence halls, no sports and extra-curricular activities, social distancing and wearing facial coverings. An unfathomable scenario six months ago. This is really hard and it hurts to the core. There is no other way to say it.

But we do have a choice. We can let it beat us down or we can double down to persevere. And embrace hope that the future will be better if we do the right things, the hard things now - to get there. And we are doing that.

So, let's remember, that our mission is a lifeline to advancing our society – contributing to enlightened and informed civic life, the discovery of ourselves, how we can be better and how we can solve problems, improve social conditions and quality of life, and help others. We take great pride in what we do and we should. It is noble and rewarding work of enormous importance that has great impact.

Over the past five months, we have been all working mightily to preserve that lifeline in the face of incredible obstacles. Faculty, I thank you for your efforts and I urge you to continue to convert your passion for teaching into your students' passion for learning. There is something almost magical about this. You, along with the support of our coaches and staff, unlock that passion and its potential. This is our soul and who we are – all of us. We are not buildings and places. We are a community of caring professionals who share values and ideals and are committed to serving a vital mission.

Our students need us - and their future and our future depends on us being at our creative and committed best - more than perhaps ever before. I commend and salute all of you for rising to the challenge in making this happen from day one and your commitment to continue to do so.

Clearly, we are at a major inflection point in our history as a nation and it is an exigent time for us as an institution as we deal with both the pandemic and serious negative financial conditions. We find ourselves confronted with sustaining the institution we love as we deal with the harsh reality of that financial situation which we and the State System are in - and what it will take to overcome it. It will not be an easy time. There will be prolonged ambiguity and uncertainty. Hard decisions and change lies ahead for us and I acknowledge that we will not like a lot of it as it will affect our colleagues and their livelihoods, who we are, what we do and how we do it.

But it is a time also for us to recognize that we have been given a higher order challenge – nothing less than our contribution to reframing the future of public higher education here in our region and in general - to help it to survive and thrive. This is a System-wide effort and approach that we are an integral part of. It requires all of us to adapt our institutions to the realities of population shifts, different student demands and interests, affordability and sustainability, program alignments and overlap, the needs of the workforce and adult learners and collaborating so we can do this efficiently and effectively. We cannot escape these realities. In order for us to be able to execute our mission, we must dedicate ourselves to confronting them in a collaborative, thoughtful manner.

So, I urge that we work together as we do this – and at the same time to hold on to our history, our ideals, our identity, our principles and our continuing role in the future as the local regional liberal arts based public university as these changes necessarily unfold.

It is indeed a time where we need informed and compassionate leadership, and we need unity in the face of a common enemy that has threatened our health, disrupted our lives, and wrecked our economy and the things that we hold dear.

I will continue to do my very best to provide that leadership here as we deal with the ongoing threat of COVID-19 and work with all of you in doing so - as we all deal with our role in System redesign and the future direction of our institution.

I am convinced by what we have done together over these past two years - the belief we have in each other, the assets and strengths we have, the commitment of our faculty, coaches and staff to our mission and students that this Bald Eagle is far from coming in for a landing and will continue to soar. We will make that happen. The statue we dedicate in October will symbolize this determination.

As we continue this morning, there are several areas I want to touch on a little more specifically and will call upon a few members of the Executive Staff team to add more insight through their reporting.

One of the first commitments I made was for us to work purposefully together to resurrect ourselves from the depth and impact of being one of the leaders in the System for enrollment loss over the prior seven years and one of the poorest performers when it came to retaining students. This is why we are in the grips of financial distress.

We talked about, understood, and agreed that this was paramount. We have made enormous progress towards these goals in a very short time and that collective effort is helping to sustain us even through this pandemic.

We brought in new leadership and energy to enrollment management with the hiring of Stephen Lee, created marketing plans with a new marketing director Doug Stone and focused on coordinating marketing and public relations with Joe Fiochetta and Elizabeth Arnold, raising our profile, working more closely with the school districts, and overall promoting our brand, quality programs, location, great faculty who care, and an inclusion agenda to help everyone soar higher – and it is working! That strategy has had to evolve with current operations and COVID, but we have demonstrated we can do this. We vowed to work harder to keep the promises we made when those students got here: To support them, engage them, walk alongside them, care about their mental health, care about equity and inclusion no matter their identify, and make a degree more accessible and affordable through needs-based and merit-based assistance.

We do this by understanding the needs of first generation students with our TRIO program and the great work of Julie Story who will now be helping us to expand and coordinate retention related services to keep our progress going. A 10.5% retention increase in two years is quite an achievement. We will do even better. Our focus on mental health and well-being and our inclusion agenda are important factors in our retention success. I thank the members of the mental health advisory work group, led by Kenny Hall, who have filed a report of their work which will be reviewed by me and the executive staff team.

One year ago we said that we will make diversity, equity, and inclusion a theme for the academic year, along with civility and freedom of speech. The Task Force empaneled to address these issues has been ably led by Dr. Amy Downes and I would like to thank her and the members of the group for their on-

going efforts. Their input, the importance of these issues and the elevation of them through the senseless murder of George Floyd that galvanized the nation, led to action here on our campus so that we can contribute to educating hearts and minds, putting action behind our words, and working harder and differently so that the promise of equity on our campus can be better realized for all students. I am delighted that Kenny Hall will be serving as our inaugural director of the new Office of Diversity, Equity, and Inclusion and newest member of the Executive Staff team starting this semester, and I look forward to his contributions and for us to make sustained progress in these areas.

I would like Stephen Lee to update us on enrollment through a very tumultuous year and how the student experience will be quite different this semester. He will be followed by Joe Fiocchetta who will report on how marketing approaches have shifted as a result of the pandemic and on our 150th anniversary.

Enrollment Management and Student Affairs
Vice President Stephen Lee

Admission Stats	FA 2020 Deposited Students	Deposited YoY	Deposited YoY%
Main Campus			
First-Time Freshman	621	47	8%
Transfer Student	125	33	36%
International	3	-3	100%
Clearfield Campus			
First-Time Freshman	38	-7	-16%
Transfer	28	-4	-13%
Graduate			
Graduate Students	98	-2	-2%

Yearly Comparison (2019 vs. 2020)			
	2019	2020	
Overall Enrollment	3206	3205	
Retention	66.77%	75.36%	8.59 increase
Current Student Withdraws	122	88	
Summer Melt (Withdraw of Deposit)	89	85*	

*42 of the 85 students have deferred their enrollment to Spring 2021 semester.

Orientation

6 orientation sessions in June and July
680 students
85% attendance rate
Final orientation - Sunday from 12:30 - 2:00

Move in and Welcome Week

Move in (9:00 - 5:00) Thursday through Sunday
10 families per hour, limited to 2 people per student
Fall Welcome - Sunday at 2:30
Academic Presentations to follow
Activities - virtual and small group from Sunday through the first week of classes

Housing

282 total
209 Fairview Suites
73 campus village
one person per room (one person per bathroom)
quarantine/isolation rooms designated in Fairview Suites
additional cleaning, signage about social distancing, no off campus visitors

Dining

340 Meal Plans
14 and 7 meal plan option
Upper Bentley only, students only and they must have an ID and active meal plan
Seating has been cut by 2/3, additional staff for cleaning, Plexiglas installed in all food service areas
All food served by Armark

University Advancement
Vice President Joseph Fiochetta

The Advancement team continues its work to reach, relate, engage, and connect with the university's internal and external partners as well as our volunteer leaders. Like everyone on this call, the effects of coronavirus have forced us to course-correct.

It was disappointing because by most measures, our fundraising success, alumni engagement, plans for our 150th anniversary, and overall communication efforts were at or ahead of prior years. Yet, we were still able to build and grow on the foundation we started over the last year-and-a-half.

While I could talk at length about how we've had to pivot to deal with our new reality, I want to mention a few division highlights.

Communications

From a communication's perspective, we continue to promote the University, our faculty, and our students' successes across multiple media platforms and outlets.

Over the summer months, we worked with leadership to frequently and consistently communicate our fall reopening plans.

A communications "club" – pulling communicators from across the University – was charged to work on coordinating messages across our various social and media platforms.

And as we begin a new semester, we plan to execute a communication plan focused on health and safety awareness and personal responsibility for students, faculty, and staff -- social distancing, temperature checks, wearing masks as well as flu vaccine awareness.

Finally, I want to announce that we will soon send out information on an updated visual identity and brand guideline system for the campus community as a tool to reinforce and unify Lock Haven University brand assets.

Marketing

From a marketing perspective, the marketing and communications team worked with Admissions to update marketing materials including recruitment and academic brochures that focuses on our attributes as a small, public, personal, and affordable choice. My thanks to the faculty, department chairs, and deans for your participation in providing us with information about your programs.

Over the summer months, we refocused marketing efforts on in-the-moment brand and program ads with public service announcements about staying healthy and highlighting our health science faculty and programs. We also updated our general LHU brand commercials on local and cable networks and will continue to do so through the fall.

As we start a new academic year, we are building a new, hopefully more traditional, marketing plan to support our admission and recruitment efforts including a greater presence of digital ads in targeted geographies, personalized videos to prospective students, and increased parent communications.

Finally, in the coming months, we will go through a content refresh of our website in order to make information about LHU easier to find when searching for information online and updating several landing pages so that we can better track the effectiveness of our marketing efforts.

Fundraising

From a fundraising perspective, each year our goal is to increase overall performance in key areas: overall contributions, scholarship and endowment production, unrestricted revenue, and donor counts.

Even though we've not been able to meet with donors face-to-face for some time and right now it's unclear when we will be able to re-engage with our alumni, donors, and friends, last year the number of new scholarships and endowments grew by more than 50% over the prior year.

We started a Student Emergency Fund to supplement the Student Retention Fund that has raised more than \$30,000. In total, we ended last year 9% ahead in overall contribution revenue and awarded 18% more in scholarship revenue.

Looking ahead, we've prepared an annual fund schedule targeting athletic and academic areas throughout the year, starting with an athletic-focused All-In Day of Giving on September 24-25.

President Robert Pignatello

Before Kenny became the newest member of the Executive Staff Team, our next speaker held that title – Provost Ron Darbeau – Ron hit the ground running even before his official start date, and he quickly has become an integral part of our leadership team, making big contributions in all aspects of our work and challenges. I would be remiss to not acknowledge Jonathan Lindzey who served as interim provost just as the pandemic hit and through the spring semester, doing an outstanding job. Ron to say a few words and add his take on some of the issues facing academic affairs and our faculty.

Academic Affairs

Provost Ron Darbeau

Thank you Rob for this opportunity to address the faculty and just as importantly to join Lock Haven University as it pivots at the end of its first sesquicentennial and the dawning of its second. It is an absolute pleasure working with such a capable leadership team and such an engaged campus. I would like to also say “thank you” to the many faculty and staff who have reached out to me with words of welcome and invitations of assistance to me and my family in our transition to Pennsylvania.

There is no doubt that Fall 2020 presents challenges for us. First, there is the issue of converting a face-to-face instructional profile into one that is 85% remote. I want to express again my deepest gratitude to the faculty, chairs, deans and the staff in the Registrar's Office for working to help us achieve this goal. I wish to also express my gratitude to Associate Provost Dan Donaldson and his team – Meredith Siler, Regan Garey, Jan Bottorf, Kristin Laudenslager and others – who built opportunities for faculty to enhance their skill in online delivery of education. But I am especially grateful to you for taking advantage of these opportunities knowing their value to our students and university.

My thanks also to Deana Hill and her wonderful team for their responsiveness in providing technology and support for faculty in everything from Zoom infrastructure to PPE and Plexiglas that allow us to deliver education and support safely and effectively.

But, there are other challenges upon which our attention is also focused. Based upon financially-driven directives from the OOC, we have the painful, yet necessary, duty to reduce both our compliment of programs and our compliment of faculty. Driven by metrics that serve as guideposts toward financial sustainability, the academic enterprise will be tasked with reducing the number of UG programs from 35 to 28.8 raising the average class size from mid-twenties to ~ 31 students, and raising our student:faculty ratio from ~ 14 to 19.2 (the latter requiring the loss of 47 faculty unless there is a sudden and dramatic increase in enrollment and retention). These measures are a small part of the broader perturbations that must happen across the institution by the end of spring 2022 to become fiscally solvent.

I have sent invitations to 20 programs across the three colleges to examine their viability and to reimagine how they might collaborate across departments and colleges to cluster skill sets and disciplines and to think less about rigid siloed departments but about alignment of expertise. I have been pleased with these discussions. I have subsequently asked Deans to share additional focused quantitative data on program performance and to ask Chairs to submit qualitative, intangibles regarding the value of their program to the academic array and the community at large. This information will guide decisions regarding the placing of programs into moratorium.

We are developing a reasoned approach to retrenchment from both the programs that will be placed in moratorium and from others that may otherwise be viable. We are working with local APSCUF to determine the best strategy for getting to the required number of retrenchments over the next two years.

We are required to submit information regarding our compliance and plans by September 4th for the Combined Planning Process and letters of retrenchment are due to Tenured faculty by October 31st. We are on track to meet these deadlines.

I will say here that as dark as these prospects look – and there is no escaping the darkness here – there is the inescapable glimmer of hope that we can navigate this crisis and emerge successfully from it.

- With current enrollment, getting to 19.2 requires the loss of 47 faculty. Should we double down on our collaboration with EMSA and focus on recruitment and retention efforts – recognizing that every interaction with a student is a retention opportunity - the number of faculty we may lose could be significantly lower.
- If we continue to explore grantsmanship – particularly when it generates overhead, this has the potential to contribute, no matter how small, to balancing our revenue and cost.
- I mention these things – among other strategies to make the point that while there are gross factors at play, we yet have the capacity to modulate their effect on us. We yet retain a measure of control of our destiny. But, make no mistake, it requires bold, collaborative, committed and consistent effort to do the hard, but noble and necessary work.

Finally, I will mention some exciting initiatives in their infancy:

- We are working with MU to develop a Center for Workforce Development and Adult Education to provide market-driven credit/non-credit, stackable sub-baccalaureate credentials to better align the adult workforce with employment opportunities in the region.
- We are working to secure an OPM to provide a robust platform to not only support this DE initiative but also to enhance resources to current programs and faculty. I would be remiss, if I did not express my gratitude to Dan Donaldson for spearheading these initiatives.
- Very soon we will commission a RFP encouraging faculty to develop courses in Diversity, Equity, Inclusion, and Civility to be added to our array of courses. While these courses will likely be at the freshman-level as part of our Gen Ed. offerings, there have already been preliminary suggestions regarding incorporating these social concepts longitudinally through and across curricula. I look forward to working with Kenny Hall, the Deans and faculty on this important and defining initiative.

If you would permit me one last indulgence, I'd like to highlight the tremendous work by the Academic Affairs leadership team of Associate Provosts, Jonathan Lindzey and Dan Donaldson, and of Deans Kyoko Amano and John Nauright who have done excellent work managing difficult transitions in their colleges. If I may boast a little – both Deans have been nominated by the American Conference of Academic Deans (ACAD) Board of Directors to receive the 4th annual ACAD award for excellence in academic leadership. For LHU to have its two deans be simultaneously recognized in this fashion is outstanding.

I want to echo the President's statement of gratitude for the yeoman efforts of Steve Neun and then Jonathan Lindzey in the role of Interim Provost. I express my gratitude to Jonathan for his generosity in helping me onboard at a time of great flux.

President Robert Pignatello

Jonathan will now update us on Middle States. I thank steering committee co chairs Jonathon and Cori Myers and the working groups for their diligent efforts in completing the self study.

Middle States

Associate Provost/Dean Jonathan Lindsey

The upheaval of higher education due to the COVID pandemic has presented an opportunity to postpone our Middle States accreditation visit dates. Our Middle States team chair is supportive of this action. The new schedule will include:

- 1) Visit by team Chair-April 2021 but before end of semester craziness
- 2) Site visit-late October or early November 2021
- 3) Cut off for the data and evidence used in support of the self-study is December 2020

Even with the site visit delay, we have to maintain existing internal deadlines for deliverables. It will be important to continue the momentum of the work already completed to be fully prepared for the visit. This will include:

- Conduct campus-wide review of chapters alongside review by Executive Staff and the MSCHE Consultant
- Add responses to describe strategies used to address COVID-19 for each Standard
- Address gaps identified by the gap analysis and the MSCHE consultant

President Robert Pignatello

Last month saw the System redesign take a major turn. The Board of Governors formally instructed the Chancellor to examine the integration of certain pairs of campuses – including us and Mansfield. As I have reported, the process of this evaluation from a financial standpoint is under way now and will be concluded by October and might include other configurations, universities, and models. This is being led by the Chancellor’s Office essentially. From there it will be decided what kind of integration makes the most sense from the standpoint of long-term sustainability for us, the other two pairings and the System. The Board of Governors will receive recommendations and vote on them to proceed with developing an action plan – that should be completed by April. New integrated multiple university institutional models - creating fewer single entities than we have now - would be implemented Fall of 2022.

Needless to say, this represents a huge potential change for us and raises many, many questions and they can’t all be answered right now. We are going to dedicate ourselves to working with our colleagues and collaborate to meet this challenge and we will be seeking your input and consult as we do so. It is my intention for us to preserve our identity and mission as we look for new, more efficient ways to do so. I am excited about the potential growth opportunities and creating more access to students through adding short-term, affordable credentials -- both credit and non-credit -- to our portfolio – something as you know I have talked about since arriving here.

We began looking at sustainability a year ago and developed a plan in January that improved student to faculty and student to staff ratios, and increased enrollment and retention through some modest budget cuts but no involuntary separations to balance and stabilize our finances.

The System’s financial condition worsened and COVID arrived. The bar was raised and we have a taller mountain to climb now to reach the top as directed by the Chancellor and the Board of Governors and as dictated by our and the system’s financial condition. A higher ratio of students to faculty, staff reductions, and only two years – not five – to do it.

This has led to the necessity of issuing letters of retrenchment - -an action I was loath to consider and emphatically rejected six months ago. It pains me greatly to say this, but we cannot reach financial stability and the System cannot move forward if we and the other nine campuses in the System do not take this action. The expenses that need to be reduced most come from personnel as that is where they largely are. We meet regularly with APSCUF through Meet and Discuss and I also meet directly with Peter Campbell and the leadership of our other bargaining units as reductions of non instructional

personnel are also on the table. These are difficult discussions. Our revised sustainability plan is due September 4. There will be no reprieve from that. This is when our budget plan would normally be due. But this is no normal year.

I know how troubling and disturbing this all is and it is for me too - both personally and professionally. But I, and we, have an obligation and responsibility to put LHU on solid financial footing. We all will be held accountable for this.

We cannot ignore it; cannot wish it away; cannot escape it. But I do hope we can continue to work together to shape it and influence it as much as we can with regard to the human toll and how we see us evolving to serve our students and the region going forward.

Let me turn to Amy Dicello now to briefly describe the sustainability plan framework and the major elements we are looking at.

Comprehensive Planning Process
Controller Amy DiCello

Our Comprehensive Planning Process projections (known as the CPP) are due to the office of the chancellor on September 4th. The CPP integrates the BUDRPT that we have historically submitted to the OOC at this time of the year and the Sustainability Plan into a single report to streamline the process and replace multiple reports with a single report. In January we submitted Sustainability Plan Version 1 and June we were required to submit Version 2. The CPP will be the equivalent to Version 3 of the Sustainability Plan and will include data required annually in the BUDRPT. The CPP includes a budget template and narrative document.

The Narrative template will describe our plans for the academic program array and strategies we plan to implement and it will support the budget projections in the budget template.

The budget projections template requires information related to workforce FTEs, enrollment projections, and budget projections for E&G, Auxiliary and Restricted funds. We are submitting actuals data for FY 2018-19 and FY 2019-20 and projections for fiscal years 2020-21 through 2022-23. A tab was also added to the template to provide detail on the revenue and expenses related to COVID-19.

Universities are required to show financial sustainability by FY 2022-23 which is the last year of the Plan by attaining a balanced budget and returning to the FY 2010-11 faculty to student ratio of 19.2 students to one faculty member.

We are exploring cost saving measures to achieve financial sustainability which include:

- Reductions in discretionary budgets and spending;
- Participating in system wide shared services and possible outsourcing of services;
- Continuing the vacancy control process of evaluating vacant positions and eliminating positions when possible

We will continue to work on the CPP for the next two weeks and will have a draft available for the campus community to review prior to submitting the plan.

President Robert Pignatello

We have new employees who have joined us during a very challenging time. We welcome you and look forward to your contributions. We celebrate those faculty who were recently promoted and we acknowledge their teaching, research, and service, and we congratulate our faculty colleagues who have received special awards normally presented at our fall convocation. I will miss our convocation and the brunch on Sunday too.

For the past five months we have been embroiled in reacting, planning, and decision making to protect our safety, serve our students, and deal with the financial consequences and impact of COVID.

I need to recognize the entire Executive Staff team who have worked tirelessly, literally 24/7 to do this. We are fortunate and grateful for this level of dedication.

Deana Hill was assigned the role of COVID Response Coordinator from the beginning and has done an excellent job facilitating and implementing our mitigation and reopening plan. As you know we made a huge pivot the end of last month. This required major operational changes, but was done to recognize that the virus was still enough of a threat that we needed to drastically reduce our physical presence on campus to protect students, their families, and our employees. It was no small feat, but I believe we made the right call.

I became convinced that testing those we invite to be on campus to determine if they may be infected and to use testing through the semester to capture known cases was crucial to a safer reopening and getting us through to Thanksgiving. I want to mention two LHU standouts who we have turned to and have added critical components to our reopening plan: Walt Eisenhower who was relentless in his pursuit of a testing provider which could manage an effective program with fast results and Beth McMahon who has agreed to serve as our COVID Mitigation Coordinator. Both of these individuals recently retired but returned to help us during this unique time and we are grateful to them both.

I hope you all received your welcome back safety kits.

I will ask Deana now to announce our new employees and briefly review the latest on our readiness plan.

Finance and Administration

Chief Administration and Finance Officer Deana Hill

On behalf of the Lock Haven Community, I am pleased to welcome new members of our faculty and staff who joined us since our Fall 2019 Open Meeting.

I would like to draw your attention to the listing below as we welcome 12 new faculty colleagues to the University in the following departments: Nursing, Biology, Special Education, Pre-K Grad 8 and Professional Studies, visual and performing Arts, Communications, Social Work and Counseling. Additionally, we are pleased to welcome new staff members in the Academic Affairs Division -- specifically in the Office of the Provost, the Physician's Assistant Program, and grant funded programs. We also welcome coaches and staff in the Athletics Department and new colleagues in the Finance and Administration Division in the Facilities and Public Safety Departments, and University Relations

Academic Affairs

Faculty

- Jill Betton Nursing
- Lynne Garvey Nursing
- Tristan Hayes Assistant Professor-Temp
- Rebecca Huling Special Education
- Jessica Knepper PreK-Grade 8 & Prof. Studies
- Zhifang Li Visual & Performing Arts
- Amy Luzier-Barrett Nursing
- Matthew McKeague Communications
- Helen Rogers-Koon Nursing
- Carl Sell Social Work and Counseling
- Mandie Shaw Nursing
- Tugce Tuncdemir PreK-Grade 8 & Prof. Studies

Staff

- Jennifer Cavanaugh Academic Secretary – Physician Asst. Dept.
- Ron Darbeau Provost and VP for Academic Affairs
- Daniel Donaldson Assoc. Provost for Academic Admin
- Kimberly Luxenberger Grant Funded Prgm. Coord. PreK-8 Grade
- Wendy Whitesell Grant Funded Early Childhood Liaison

Athletics

- Chad Anthony Head Women's Golf Coach
- Brian Hein Head Women's Swimming Coach
- Khanis Hubbard Assistant Football Coach
- John Kelling Head Coach Football
- Stefan Logan Assistant Football Coach
- John Lowery Assistant Football Coach
- Erica Pooler Dir. Athletic Operations

Finance and Administration

- Brandon Hull Maint. Repairman
- Bonnie Kreidler Custodian-Temp
- Terry Kurtz Custodian-Temp
- Brian Meyer Electrician
- Mark Powers Custodian-Temp
- Eryn Suttle Patrol Officer
- Amber Zerby Custodian

University Relations

- Melissa Gioglio Admin. Assistant
- Douglas Stone Dir. of Marketing
- Paul Wilson Database Mgr. & Prospect Researcher

Everyone is encouraged to review the information located on our web site for the recent updates to our fall opening plan. I toured our facilities with Andy Love and Larry Foust on Monday and want to publicly recognize our facilities and IT staff for their efforts in the installation of zoom equipment in 35 classrooms, as well as providing laptops and hot spots to be available to students and microphones as needed for faculty. They are also providing training opportunities for this new equipment.

The following is a high level overview of our efforts across campus:

- Signage throughout campus buildings and individual classrooms regarding social distancing, healthy hygiene practices, and wearing a facial covering
- Plexiglass barriers in classrooms and offices
- Hand sanitizers, sanitizing wipes, and disinfectant sprays are available throughout campus buildings
- Water fountains allow the bottle filler option only
- We have custodians scheduled to be on site seven days a week. Monday through Friday we have coverage from 6 a.m. until 10:00 p.m. During this time, there will be:
 - enhanced cleaning in each of the classrooms and/or labs on a daily basis. In addition to the normal custodial duties, they will wipe down all the furniture, tables and surfaces with an approved COVID disinfectant as well as wiping down high touch points throughout the building several times a day.
 - We have also placed disinfecting wipes and hand sanitizer gel in each scheduled classroom and lab for faculty and students to use. The custodians will monitor these items and refill as needed.
- A welcome table is available at the entrance of our academic buildings that will have additional hand sanitizer, wipes, and disposable masks
- Temperature screening kiosks are being installed and we expect that installation to be completed early next week
- All faculty, staff and students will receive a welcome kit that contains two cloth masks, hand sanitizer, and a no-touch tool. Students received their kits last week and the faculty and staff kits were mailed earlier this week.

Questions or suggestions how we can do better should be directed to Deana Hill.

President Robert Pignatello

As we head into the most difficult semester of our lives, we face great uncertainty. We - this Haven family - must reach down within ourselves to find the hope and pride we need to persevere, use our collective wisdom to make the best decisions to sustain and protect one another and take comfort knowing that nothing will stop this Bald Eagle from soaring even higher.