Division Highlights

The 2016-17 financial statements will be reviewed with trustees at the meeting with a presentation by the independent auditor, CliftonLarsenAllen.

There are two singular items that affect LHU’s 2016-17 financial statements in a material way. The first is the impact of the transfer of the Fairview Suites student housing facility from the foundation to the university. The university took advantage of an opportunity to replace the foundation’s short-term financing with Bank of America (4.33% interest rate) with 25-year general obligation bonds backed by the state system (2.94 % interest rate). The transaction will save approximately $9.3 million dollars in debt service payments and an estimated $3.5 million in operating costs. However, because the foundation is a related party, the value of the asset was recorded by the university at the depreciated book value on the foundation’s statements rather than market value. Since the depreciation recorded by the foundation exceeded the principal payments made on the debt, and since the original borrowing included debt issuance costs, the amount of debt recorded as a liability ($38.1 million) exceeded the asset value recorded ($32.0 million) by $6.1 million. That is reflected in the financial statements as a non-operating loss on acquisition of assets (p. 5). (Note that the estimated amount of the paper loss that was included in the presentation to the trustees in November 2015 was $7.4 million).

The other singular item is a change in the investment return assumption for the State Employee Retirement System (SERS) made by the actuarial firm from 7.5% to 7.25%. A lower projected rate of return on the plan assets results in an increase in the present value of the liability, which is recorded as an expense. This lowering of the assumed rate of return contributed to a $6.4 million pension expense for the year.

With respect to operating results, net tuition and fees declined by $1.9 million (5.4%) to $32.7 million, reflecting a decline in enrollment that was partially offset by increases in the tuition and fee rates.

Auxiliary revenues increased by $2 million, to $17 million. This reflects the transfer of Fairview Suites to the university. In 2016-17, the student rents from the facility were shown as university revenue whereas in the past they were accounted for as foundation revenue, with the university recording as revenue only the amount reimbursed by the foundation under the management agreement.

We were able to transfer $4.2 million to E&G plant fund and reserve accounts and about $1.1 million to Auxiliary funds. The cash position at year end improved by $3.6 million to $67.2 million.

Department Reports

Facilities Department
Director of Facilities, Keith Roush

Projects completed or substantially complete:

- Stevenson Storefront and Chiller replacement - Project 95% complete. Project included replacement of the chiller on the roof of Stevenson Library and a new storefront on the main entrance. We are having issues with the subcontractor that installed the storefront.

- Stair Repairs - Replaced a section of damaged stairs between Woolridge and the Rec Center.

In-house Projects-ongoing:

- Internal Building Data Wiring Upgrades – Buildings still requiring upgrades include TFH, Stevenson and Zimmerli. These buildings have minor connections when compared to those completed. Materials are on order to
complete the Zimmerli and Stevenson portions of the work. Price rewiring was accomplished as a part of the scheduled renovation project this summer.

- **Water Cooler replacement in various buildings** - Project to replace water coolers in Akeley, Raub and Zimmerli as time permits. Standard coolers will be replaced with coolers that fill water bottles. In-house project.

**Ongoing Projects:**

- **Repairs to windows which are fogging at Founders Hall (Clearfield)** - Project to replace multiple windows in Founders Hall which have lost the seal between the panes and are no longer energy efficient. After an extended search, we finally found a vendor that can supply the windows. However, the quote to replace the windows came in above our contracting threshold to award without bidding so we will have to create bid documents and solicit bids before moving forward.

**Upcoming Projects:**

- **Electrical Infrastructure Upgrades** – As of this date, a design firm has been chosen and the contract has been finalized. First design meeting has been scheduled for August 31. The project will focus on the replacement of the existing cabling, transformers, and main distribution panels with the goal of providing redundant feeds to each building so that power can be maintained to the majority of the buildings on campus in the event of a failure at any given point within the system. Optimistically, construction could begin in summer 2018 but realistically, it may not start until 2019.

- **Raub Hall, RLC and Ulmer Space Utilization Study** – Study to determine the best way to approach the next capital project which is to be the renovations to Robinson Learning Center (RLC). The study is to focus on classroom and office needs during the renovations to RLC and also the future needs after the renovation. The study will explore the potential to satisfy those needs by utilizing the space that is now unoccupied in Ulmer along with the renovated space in RLC. We intend to issue the RFP in November 2017, award in February 2018 and complete by August 2018.

- **Stevenson and Health Professions Emergency Generators** – Replace generator in Stevenson Library with larger 20KW generator removed from Sullivan and install a 20KW generator repurposed from Courthouse Annex for emergency lighting in the trade shops at HP. Bid and award early spring 2018, construction summer 2018.

- **Bentley Chiller Replacement** - Replace the chiller in Bentley with a repurposed chiller received from Shippensburg. Add new transformer and cooling tower in the rear parking lot or side yard of Bentley. Design fee negotiations underway. Bid and award early spring 2018, construction summer 2018.

- **Hurst Nevel Roof Replacement** - Life cycle replacement. Design contract awarded to STV. Construction spring/summer 2018 (not classroom building).

- **Underground Oil Tank Removal/Remediation** - Design and permit for remediation of the underground fuel oil tanks at East campus (EC) and North Hall. We will be focusing on EC tank for 2018.

- **Open end Exterior Door Replacement Project** - Design and bid contract for replacement of exterior doors around campus that are in poor condition. Design contract negotiations in progress. Bid and award spring 2018.

- **Founders Hall Automated Logic Upgrade** - Replace outdated control system for HVAC at Founders Hall. Design contract should be in place by the beginning of November 2017, construction spring/summer 2018.

- **Kiosk** - Construct a new Kiosk at the East Campus location. We are going to attempt to construct the display case in house.
Procurement Department
Director of Procurement, Becky Proctor

- Terms have been finalized for the System (via an amendment to Amazon’s terms) for an enterprise-wide Amazon Business account. Users, once signed up, are subject to the mutually agreed upon terms and conditions vs. Amazon’s terms and conditions agreed to previously as the “clicked through.”

- System contract for Travel Management Services related to student, study-abroad travel and travel-related services is in the approval process with Key Travel. Services enable universities to book international travel for groups of students and faculty. Travel includes airfare, hotels, vehicles and/or other necessary services.

- The university has issued its own RFP for all-inclusive educational tour services to broaden its selection of suppliers offering these services.

- System RFP development underway for internet services. The current contracts with KINBER, Level 3 and Windstream expire June 2019.

Office of Human Resources and Social Equity
Associate Vice President of Human Resources, Deana Hill

Title IX

- The Assistant Director of Human Resources for Compliance presented Title IX student information during the first week of school to all resident assistants, ROTC, international students, student leaders, and campus assistants of Evergreen Commons.

- The NCAA Board of Governors adopted a Policy on Campus Sexual Violence on August 8, 2017. Included in the new policy were the following mandates:

  Each university chancellor/president, director of athletics and Title IX coordinator* must attest annually that:

  1. The athletics department is fully knowledgeable about, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.

  2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator*, are readily available within the department of athletics, and are provided to student-athletes.

  3. All student-athletes, coaches and staff have been educated on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements.

- The Department of Human Resources and Department of Athletics partnered to host Amanda Blaugher, Campus Outreach Services and Assistant Director of Residence Life at Penn State’s Harrisburg Campus, to present the program “Reach to Wellness - Shedding Light from Darkness Amanda’s Story” Topics addressed included consent, accommodations, bystander intervention training, and LHU Title IX student resources and complaint procedures. A total of 204 student athletes and coaches attended the sessions.

- The Associate Vice President of Human Resources and the Assistant Director of Human Resources attended the LHU Safe Zone Ally Training on September 13, 2017. The training provided an overview on the challenges of the LGBTQ+ students face in their everyday lives, and the role staff and faculty play in creating a safe and welcoming environment and a support network for a student who may face discrimination or conflict in society.

- Members of the Title IX team and student judicial board participated in a webinar “Addressing Dating and Domestic Violence in the Digital Age” on October 12, 2017. The training addressed the evolving role of technology in campus prevention and response efforts as it relates to issues around relationships.
• The Assistant Director of Human Resources completed a webinar on October 24, 2017 entitled: “Title IX Boot Camp”. The training is a four-part series addressing roll and responsibilities of the Title IX coordinator. The four part series consists of: Title IX in Athletics (October 31, 2017), Title IX requirements regarding pregnant and parenting students (November 7, 2017), and Title IX and sexual violence on campus/best practices (November 14, 2017).

• Members of the Title IX team attend a training on October 23, 2017 focused on the changing Title IX Landscape in 2017 Landscape in 2017 and conducted by Erin Galbally, Senior Attorney with Clark Hill PLC and Stacey Schor, Associate in Clark Hill PLC’s Labor & Employment practice group. The training focused on Title IX Guidance regarding OCR’s September 2017 Q&A on Campus Sexual Misconduct and Title IX Coordinator Responsibilities regarding the August 2017 NCAA Sexual Violence Policy Requirements.

Years of Service Employee Recognition
• Employees are recognized for reaching 5 year milestones. This year 89 employees are being recognized with combined total of 1,275 years of service. The annual Years of Service Employee Recognition Luncheon was held on October 31, 2017.

Retirement Workshops
• Metlife will be conducting their PlanSmart Retirewise Workshop Series during the month of November. These workshops are held once a week for 4 weeks and are divided into four parts, which include – Building the Foundation, Creating and Managing Wealth, Establishing Your Retirement Income Stream, and Making the Most of What You Have.

• The State Employees Retirement System (SERS) will be holding group informational sessions at the end of November to explain the various retirement options to members and to answer questions members may have about their retirement plan.

2018-19 Faculty Searches
• The University has authorized four Tenure-Track searches for the 2018-19 Academic Year: two in Health Science, one in Biology, and one in Business (Finance), in addition to several temporary faculty lines. The Assistant Director of HR is updating the search manual/process, briefing search committees on the procedures, with a scheduled completion date of March 2018 for the tenure-track hires and April 2018 for temporary hires.

Financial Operations
Controller, Amy Dicello

• The University’s audit was completed by CliftonLarsonAllen LLP on 8/31/17.
• The EADA (Equity in Athletics Disclosure Act) Report was submitted to the U.S. Department of Education. The report was due October 30, 2017 and is available to the public via Lock Haven University’s website. [Click on the Inside Athletics Tab]
• The Business Office and Student Accounts Office staff are attending the PASSHE Budget and Accounting Director’s meeting on November 2 and 3, 2017 in State College.
• Student Accounts is participating in the Fall Open Houses and handing out information in regards to billing.

Department of Technology Infrastructure
Director of Technology Infrastructure, Boise Miller

• Office 365 – Technology Infrastructure has rolled out Microsoft Office 365 to all students, moving their email to the cloud and giving them free access to the entire Microsoft Office Suite from anywhere. This gives our students greater storage for email and documents as well as allowing better mobility when using the Office tools. We are also testing this system with a limited group of employees for possible future deployment.

• Cybersecurity Awareness – Technology Infrastructure is currently assessing vulnerabilities to information security exposed by a lack of awareness of best practices. This effort is currently in the information gathering and strategy formation stage, and more information will be released once the assessment is complete.
Small Business Development Center
Director of the Small Business Development Center, Tim Keohane

- The Lock Haven SBDC held an Unemployment Compensation seminar, titled Unemployment Compensation 101, in Williamsport on October 11, 2017. The program was a collaborative effort with the Pennsylvania Department of Labor & Industry and was offered to the business community in Clinton and Lycoming Counties free of charge. The workshop, which drew an attendance of 15 area business representatives, was also co-sponsored by local workforce and economic development partners, the Pennsylvania Career Link (Clinton Co. Office), and the Innovative Manufacturing Center. As a result of attendee feedback and popularity of the workshop, a follow-up Part 2 session has been scheduled for December 1st.

- The Lock Haven SBDC continues to partner with the Susquehanna Greenway Partnership for the River Towns Initiative with an emphasis on Asset Based Entrepreneurial Development. There are two workshops scheduled through the end of the calendar year for the continuation of the initiative. The first is scheduled in Jersey Shore for November 1st and titled Attracting and Supporting Entrepreneurs to Grow Our Nature-Based Economy, which will provide attendees with the framework for successful partnerships for promoting & supporting outdoor recreation. The latter is to be hosted at the Lock Haven SBDC on the evening of December 6th and titled Starting a Successful Nature-Based Business. The objective of this workshop is to provide entrepreneurs the necessary information and resources for starting and running a successful business in the following industries: Outdoor Guides/Outfitting Services; Bike/Kayak rentals and shuttles; Microbrewery/Distillery; Farm to Table Restaurants; Artisan Foods and Products; Event Organization and Promotion, and other Outdoor Recreation and Nature Based Businesses.

- The Lock Haven SBDC, in collaboration with Downtown Lock Haven, will be serving as a Neighborhood Champion for this year’s Small Business Saturday® celebration on November 25th. The first-ever Small Business Saturday took place on November 27, 2010 and was launched by American Express to encourage people across the country to support small, local businesses. This year, the SBDC and Downtown Lock Haven will help everyone in the Lock Haven area start Small Business Saturday® right by creating a Shop Small Welcome Station at the Main Street office. The event will serve as a centralized location full of treats and entertainment, along with Shop Small tote bags, posters, balloons, and more distributed to small businesses and their customers, compliments of American Express.

- The Lock Haven SBDC will be partnering with the LHU Office of Admissions to host a regional Entrepreneurship Challenge Conference and Competition at Price Auditorium on November 30, 2017. This first annual daylong event is anticipated to include approximately 200 high school students from across Central Pennsylvania participating with the goal of developing a business plan for a fictitious business idea or concept. The Entrepreneurship Challenge Conference and Competition provides the students with an opportunity to engage in learning about business and entrepreneurship, and showcase their business ideas to program facilitators that include LHU faculty, the SBDC Director, local business representatives and the Competition Event Coordinator.

Workforce Development
Director, Shannon Walker

Workforce Development & Continuing Education Division Highlights

- Gross Division Revenue FYE17: $467,469
- Workforce Investment Opportunity Act (WIOA) funding received on behalf of non-credit certificate program participants to date: $39,383
- Presented “Boards…Committees…Finances…Oh my!” to the Class of 2018, Leadership Clinton County, Lock Haven, on October 13, 2017
- Presented “Innovations in Education and Workforce Development” to attendees of PA Workforce Development Association’s Annual Symposium, State College, on October 19th, 2017
• Working with LHU Senior Administration and PASSHE Administration to include LHU’s academic programs (CIP) that correlate to a Standard Occupation Code (SOC) defined as a High Priority Occupation (HPO) by the Commonwealth to the Center for Workforce Development System (CWDS) – PASSHE Gap Analysis
• Safety training scheduled for LHU: “Driving 12 - 15 Passenger Vans” on November 9th and November 15th

Workforce & Economic Development Network (WEDnet) Grant Highlights

• Cumulative 1999-2017
  o WEDnet Grants Provided: $5,076,240
  o 46,621 training engagements
• Fiscal Year 2018
  o Pending Initial Allocation FY18: $265,038
  o Pending Applications/Contracts: 61

LHU Testing Center Highlights

• PearsonVUE, ETS (Praxis), and “Other” testing
  o Delivered 1st SAT Examination at LHU on August 26th, 2017
  o 36 high school students participated
• Gross revenue to date: $100,087
• Exams delivered to date: 6,061
• Quality Assessments continue near 100%
  o 35.5% of individuals completing assessment are LHU students, remainder non-LHU student, or employment related
  o PRAXIS remains the highest volume, 63.5%, of all of exams delivered

Institutional Research
Institutional Data Manager, Mike Abplanalp

• With the start of the fall semester, Institutional Research has shifted its focus to running the fall census files and updating information and documents on the community website. This includes providing required student, course, and admission files to the system office, verifying those files pass all system error checks, and updating Key Statistics, Program Review, and the IR community website with updated data along with various other reports for the administration.
Lock Haven University Council of Trustees
Provost and Executive Vice President Report
November 17, 2017

Strategic Priorities for Academic Affairs and Athletics 2017-18

2017-2022 Strategic Plan:

Committed to Excellence, Connected to Place, Charting a Course for the Future

1. Keep STUDENTS AT THE CENTER
   a. Refocus decision-making processes and strategic priorities on students and the University (not individual programs or constituencies) and on evidence-based practices to enhance their success = transformative learning and engagement, persistence and completion, closing access and achievement gaps, career and professional school readiness.
   b. We will commence with HIPs 2.0 – Undergraduate Research and Internships by conducting inventory of current definitions, opportunities/practices, tracking, and measures for success.
      i. A working group will study and make recommendations for increasing participation and rigor in undergraduate research and allocation of funding for undergraduate research.
      ii. A career and internships navigator was recently hired to bring more coherence and coordination to internships, build assessments, improve marketing and visibility, and serve as a point of contact for current and potential internship providers.
   c. This takes key observations of the NCHEMS report seriously.
   d. GOALS 1.1, 1.3, 2.1, 4.1

2. ADVANCE PLANNING PROCESSES TO ACHIEVE: RIGHT SIZE, RIGHT PROGRAMS, RIGHT STAFFING LEVELS AND ASSIGNMENTS, AND ALIGNED ALLOCATION OF RESOURCES to sustain excellence, affordability, and financial sustainability:
   a. Right Size: Admissions, Enrollment, Persistence, and Completion targets:
      i. See VP Lange’s report on admissions and enrollment
      ii. One-year persistence target is 73% for fall 2017 cohort with a 3-year gold of meeting or exceeding the State System mean
      iii. Targets for 4- and 6-year graduation rates for strategic plan period are 45% and 60%. Current rates are in Appendix 1. Targets for the 2014 cohorts and for closing the achievement gap TBD
   b. Right Programs: Academic and Athletic Programs
      i. Academic Planning: In September, I provided chairs with trends in major headcount enrollments, credits delivered, and average section size, together with a side-by-side comparison of the University’s program array in 2011-12 (with major headcounts) and the program array for 2020-21 anticipated in the current 5-year academic plan.
My conclusion is that we are making progress but not yet achieving the academic program array that will attract new students and achieve financial sustainability. We must be more rigorous and timely with creating new academic programs/collaborations and either putting dated or low-enrolled ones to bed or reorganizing them for the next decade of the 21st century. This is critical if we want to get ahead of decisions and practices likely to come in the wake of the NCHEMS report.

ii. Athletic Programs: I am working with the Athletics Director to organize and implement a robust annual report that will allow us to assess strengths and weaknesses with a view to program planning.

c. Right Staffing Levels and Assignments: use enrollment and budget projections and program planning to arrive at staffing level and assignment plan; review every vacancy for reorganization, replacement, or attrition.

d. Align resource allocation with data-informed planning: continue to map resource allocation to major planning documents and document outcomes (enrollment management plan, academic plan, facilities master plan, athletics strategic alignment plan).

e. Submit follow-up report to Middle States on creation of new strategic plan, implementation, and resource alignment in April.

f. GOALS 1.1, 2.1, 2.3

3. IMPROVE AND REFLECT ON AN INCLUSIVE CULTURE:

   a. Advance the conversation about inclusion and free speech as drivers of the core mission of a university: to increase knowledge and understanding through rigorous, civil, and reasoned exchange of ideas and information;

   b. Improve the climate for diversity, inclusion, and free speech through common reading program and University climate survey;

   c. Improve shared governance through establishing a university senate

   d. Set targets for closing access and achievement gaps and review effectiveness of strategies to do so.

   e. GOALS 1.1, 1.2, 2.1, 2.2, 2.3, 3.1, 3.3

4. PROFESSIONAL DEVELOPMENT FOR FACULTY AND STAFF with special focus on faculty teaching and scholarship and on friend-raising (in conjunction with LHUF), building a collective vision and coherent program of faculty development through the Faculty Development Center, building a coherent program of staff development linked to the strategic plan and compliance.

   GOALS 1.2, 4.1

5. PARTNERSHIPS: Be more purposeful about creating and sustaining partnerships that will enhance academic offerings, support student experiential learning, create new revenue streams, and enhance the physical, social and financial health of our region.

   a. Create a common charge for advisory councils; assess inventory and effectiveness of current advisory councils; create strategic plan for adding to inventory and improving effectiveness of advisory councils;

   b. Create new centers and institutes: in planning now are LHU Watershed Ecology Center; LHU Institute for Study of Free Speech; LHU Center for Innovation and Design.
c. Implement the Bachelor of Applied Science and complete at least three articulation agreements linking community and technical colleges to the BAS.
d. GOALS 4.1, 4.2, 4.3
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### 4-Year Graduation

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Lock Haven University

Report of the Vice President for Enrollment Management and Student Affairs
to the
Council of Trustees for the November 17, 2017 Meeting

Fall 2017 Enrollment Data

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<tr>
<td>Transfers</td>
<td>158</td>
<td>150</td>
</tr>
<tr>
<td>Minority</td>
<td>478</td>
<td>518</td>
</tr>
<tr>
<td>Clearfield</td>
<td>374</td>
<td>388</td>
</tr>
</tbody>
</table>

Enrollment Management

Admissions
- Admissions purchased the MyMajors.com Software for recruiting purposes. This is a NSF Funded career aptitude test that maps student interests and strengths onto our degree programs. We will be using this as a recruiting tool and are partnering with local high schools to provide the test to counselors and teachers. Eventually we may use this to replace Focus 2, the software being used by the Center for Career and Professional Development.
- We are finishing the design and printing phase of our literature redesign. New City, the same company that did our website, was the winning company. New literature has the same look and feel as the website and creates a seamless recruiting process.
- We have completed two open houses. Numbers were comparable with fall 2016, but fall 2016 were lower than previous years. We are continuing to do everything we can to drive attendance including tele-counseling, phone calls from current student to prospective students.
- Included are two reports, 2017 Marketing and Student Recruitment Report of Effective Practices and 2017 E-Expectations Trend Report that discuss some of the national issues in admissions.

Center of Excellence and Inclusion
- CEI is planning Spring Orientation for new students coming in January. This one-day orientation is provided to new students to help them get acclimated to life at The Haven.
- CEI, in cooperation with many other departments, is helping to drive the conversation about inclusion this semester. CEI, Student Auxiliary Services (SAS), and the
Multicultural Activities Council (MAC) sponsored Unity Week October 30 – November 3. This week-long event helped to continue the conversation about inclusive excellence on campus.

Financial Aid

- The Pennsylvania Higher Education Assistance Agency or PHEAA has announced that is decreasing all state grant awards for spring 2018. For individual students this means a decrease of up to $167 in aid for spring. Students have been notified by both LHU and PHEAA.
- The Federal government has not release new Pell tables for the 18/19 academic year. Typically these are released in October but the actual deadline is sometime in March. If we do not have Pell info by the end of November we will be doing award letters based on 17/18 amounts and send estimates so that we can continue to get award letters out early.

Student Affairs

Community Service

- Lock Haven University has been recognized by the US President’s National Higher Education Honor Roll for General Community Service for 2016. The President’s Honor Roll recognizes higher education institutions in four categories: General Community Service, Interfaith Community Service, Economic Opportunity, and Education. The President’s Higher Education Community Service Honor Roll recognizes institutions of higher education that support exemplary community service programs and raise the visibility of effective practices in campus community partnerships. The Honor Roll’s Presidential Award is the highest federal recognition an institution can receive for its commitment to community, service-learning, and civic engagement. Lock Haven University has been recognized each year since 2006 for the honor roll.
- The LHU Hunger Bowl wrapped up November 6. Many clubs, organizations, and departments participated by donating a variety of nonperishable food items. All donations assist local food programs and pantries.

Student & Residence Life

- LHU recently participated in the It’s on Us week of action, along with many other colleges and universities across the country. It's On Us is an initiative to address sexual assault on college campuses. This is done in partnership with our Title IX office.

Student Activities

- The Student Auxiliary Services, Incorporated Board welcomed a new student member, Katilyn Krasinski. Katie is a junior Recreation Management student.
- There are 115 active clubs this semester.
- Budget for fall 2017 is right on track. We do not expect to have to make any reductions for fall.