

Pennsylvania State System of Higher Education
KUTZTOWN UNIVERSITY
MINUTES OF THE COUNCIL OF TRUSTEES MEETING
September 25, 2025

The Council of Trustees met on Thursday, September 25, 2025, at 3:00 p.m. in the McFarland Student Union Building, Room 250.

PRESENT:

Mr. Dennis Giorno, Chair	Harrisburg
Mr. Phillips Armstrong, Secretary	Lehigh County
Mr. Robert Grim, Esq	Kutztown
Mr. James Ludlow	Fogelsville
Ms. Payton Mentzer, Student Trustee	Reading
Ms. Sandy Green	Kutztown
Ms. Dianne Lutz	Wernersville

ABSENT:

Mr. Kevin Harden, Jr., Esq., Vice-Chair	Philadelphia
Mr. Guido Pichini	Wyomissing Hill

ALSO PRESENT:

Dr. Phil Cavalier, University President
Mr. Matt Delaney, Vice President for Finance and Facilities
Ms. Natalie Einsig, PASSHE, Legal Counsel
Ms. Grace Levy, Student Speaker
Dr. Megan O'Byrne, Communication Studies Faculty
Ms. Pam Rex, Senior Executive Associate to the President
Mr. Bryan Salvatore, Director of Communications
Mr. Matthew Santos, Vice President, University Relations and Athletics
Dr. Rebecca West Burns, Dean, College of Education
Dr. Brad Shope, Dean, College of Visual & Performing Arts
Dr. Carl Sheperis, Vice Provost
Mr. Jesus Peña, Esq., Vice President Equity, Compliance and Legal Affairs
Mr. Alex Ogeka, Executive Director of KU Foundation
Dr. Laurie McMillan, Dean, College of Liberal Arts & Sciences
Mr. Matt Assad, Executive Director of Finance
Dr. Anne Carroll, Dean, College of Business
Ms. Renee Hellert, Director of Athletics
Mr. Cade Herndon, Student Government Board President
Dr. Chali Nando, Associate Dean, College of Business
Mr. Mark Rentschler, Strategic Planning Specialist, SBDC
Ms. Allison Bender, Communications Studies
Ms. Stephanie Crogan, Communications Studies
Dr. Diana Ebersole, Communication Studies Faculty
Dr. Emily Cripe, Chair, Communication Studies
Ms. Lisa Kowalski, Executive Director KUSI
Ms. Liz Ramos, MSU Operations
Ms. Rachael Wolfe, Consulting Manager, SBDC
Ms. Emily Deneen, GA SBDC
Dr. Lisa Frye, Senate President

Dr. Stephen Rupprecht, Assistant Vice President & Dean of Students
Ms. Des Reasoner, Interim Vice President of Student Affairs

1. **Call to Order**

At 3:00 p.m. Chairman Giorno called the meeting to order. He noted that an Executive Session took place earlier today and personnel matters were discussed but no formal actions were taken.

2. **Pledge of Allegiance**

The Pledge of Allegiance was recited by those in attendance.

3. **Roll Call of Council Members**

Attendance was taken at the direction of Chairman Giorno which established that a quorum of the Council was present.

4. **Remarks by Mr. Dennis Giorno, Chairman**

"I want to welcome the Kutztown University Community to a new academic year and the first KU Council of Trustees public meeting of 2025-26.

I also want to welcome our new president Dr. Phil Cavalier to his first KU Council of Trustees meeting and thank him for his proactive approach over his first three months in leading the institution.

Campus has been vibrant since our students returned the last week of August, and October looks, as usual, to be one of the busiest months of the year.

Homecoming will be the centerpiece of the month the weekend of October 18th, as we welcome hundreds of Golden Bears back to campus.

We also have a very important visit from the Middle States Commission on Higher Education review team October 5th through 8th. The commission has existed since 1952 and assures students and the public of the educational quality for its over 500 institutions of higher education. The Commission's accreditation process, which occurs every 8 years, ensures institutional accountability, self-appraisal, improvement, and innovation through peer review and the rigorous application of standards within the context of institutional mission. On behalf of the Council of Trustees, I want to thank our leadership and the entire university community for their tireless work preparation for this critical review and their hospitality for the upcoming visit.

We are also preparing for the upcoming Presidential Inauguration, set for Friday, April 10th. Themed "Golden Opportunities," the inauguration committee is being co-chaired by Trustee Sandy Green and Vice President Matt Santos. Please mark your calendars as we celebrate the inauguration of our 13th President Dr. Phil Cavalier. Save the date notices will be going out soon."

5. **Remarks by Mr. Cade Herndon, Student Government Board President**

"Good afternoon, everyone! It is a pleasure to be here with you all today. To quickly introduce myself, my name is Cade Herndon. I'm a senior political science major with plans to obtain my master's degree in student affairs, and I am very proud to be the Student Body President this year.

With that being said, this is a very busy time for the Student Government Board. Internally, we just wrapped up some of our elections and have started to welcome new members. I believe that we have a great group of representatives this year.

We have our annual fall retreat this weekend, where we will focus on goal planning, team bonding, and educating our new representatives about the ins and outs of Student Government.

The spring semester also marks an important milestone for the student government board. It is the start of our 100th anniversary. During the fall, we will be planning how to celebrate this event.

So far, we are planning to focus on a wide variety of topics this year, including mental health, safety, and diversity. As I said, one focus of SGB this year will be safety. That being said, we are holding our annual safety walk on the evening of November 5th. You all are invited to attend.

Another focus that I previously mentioned is diversity. SGB is dedicated to representing and hearing the voices of KU's diverse student population, and we are planning to coordinate an upcoming event with the Diversity Council.

Of course, we will also focus on any student concerns that are brought to our attention, including those voiced at the President's town hall for students this past Monday.

In closing, I would like to say that, as always, SGB is extremely grateful to view itself as the voice for all students. While our organization continues to thrive, we believe that it is important to make sure that the entire student body is thriving, too. KU is a place that should feel like home to every student, and SGB is committed to making that statement a reality.

As always, we are extremely grateful for the continued support of the faculty, staff, Council of Trustees, students, and entire campus community. Thank you for your time."

6. Remarks by Dr. Phil Cavalier, University President

"It's great to be here! I'm happy to say everything at my interview about KU has proven to be true. This is a place where I think people genuinely want to figure out ways to help students succeed. If you have that, and you have quality people doing that, then you have a pretty amazing university, definitely one of the top in the PASSHE system.

The annual freeze date for enrollment was last Monday, Sept. 15.

We are happy to celebrate a 9.52% increase in new freshmen at KU over 2024 (1,392 in 2025 compared to 1,271 in 2024). Overall, we welcomed 2,038 new students this semester, which is a 2.83% increase over last year.

In addition, KU achieved an unprecedented retention rate for first-time, full-time students. Our retention rate of 81.56% is the highest for our university this century.

The 2025 freshman class boasts a 3.37 grade point average, the second highest in school history behind last year (3.38).

Total enrollment stands at 7,367 students.

Thank you to our Admissions team, faculty, staff and the entire university community for your efforts in bringing another strong class to KU for 2025-26.

Kutztown University has been ranked as one of the Best Colleges in the Mid-Atlantic Region by The Princeton Review for 2026. The education services company is widely known for its test prep programs and college and graduate school guides. KU is among 98 institutions named to the mid-Atlantic regional list. Kutztown University has been included in the regional list in 23 consecutive rankings, dating back to the 2004 rankings released in August 2003.

Kutztown University's College of Business celebrates continued excellence with renewed accreditation by the Association to Advance Collegiate Schools of Business (AACSB) this past summer. The KU College of Business has both AACSB and Commission on Sports Management Accreditation (COSMA) accredited programs. KU has featured an accredited business program since 2015.

Georgian entrepreneur and executive David Natroshvili, who earned his MBA at Kutztown University in 2001, returned to campus earlier this month with his wife, Nina, to celebrate a generous gift to the university to name the lead office of the Pennsylvania Small Business Development Centers (SBDC), located in the newly-renovated de Francesco Building.

David the founder and CEO of Spribe, a leading iGaming company known for its groundbreaking products, including the globally popular game Aviator.

David's gift reflects his extraordinary generosity and commitment to the university's mission."

7. **Public Comments - None**
8. **Approval of Minutes:** June 5, 2025
Upon motion duly made by Mr. Phillips Armstrong and seconded by Mr. Robert Grim, Esq., the minutes of the June 5, 2025, meeting were approved as presented.
9. **Summary of Discussions-Council Committee on Academic and Student Affairs**
Mr. Jim Ludlow presented the discussions of the committee meeting.
10. **Student Presenter: Ms. Grace Levy, Honors Student with Dual Majors in Communication Studies and Public Relations and Minors in Professional Writing and Women, Gender, and Sexuality Studies**
Dr. Brad Shope, Dean of Visual and Performing Arts introduced the Student Presenter, Ms. Grace Levy. Ms. Levy shared her personal background, her experiences at Kutztown University and how it's shaping her future.
11. **General Internship Agreements with Various Institutions and Kutztown University**
Mr. Jim Ludlow presented the General Internship Agreements with Various Institutions and Kutztown University.
 - Clinical Social Work Associates, Pottsville, PA Renewal
 - Hunterdon County Historical Society, Flemington, NJ New

• Mighty Kicks, Allentown, PA	<i>New</i>
• All Star Baseball Academy, West Chester, PA	<i>New</i>
• Jabil, Nicholasville, KY	<i>New</i>
• Phillipsburg School District, Phillipsburg, NJ	<i>New</i>
• West Goshen Community Park, West Chester, PA	<i>New</i>
• Upper Dublin Police Department, Fort Washington, PA	<i>New</i>
• St. Rose High School Athletic Department, Belmar, NJ	<i>New</i>
• Liberty High School, Bethlehem, PA	<i>New</i>
• Metal Pro Group, Dover, NJ	<i>New</i>
• Kingdom Philly, Philadelphia, PA	<i>New</i>
• Hershey Entertainment & Resorts Company, Hershey, PA	<i>New</i>
• GoogleWorks Center for the Arts, Reading, PA	<i>Renewal</i>
• Servants To All, Pottsville, PA	<i>New</i>
• Mercy School for Special Learning, Allentown, PA	<i>Renewal</i>
• Rockland Immunochemicals, Inc., Limerick, PA	<i>New</i>
• Sevita, Wyomissing, PA	<i>New</i>
• Bethlehem Department of Public works, Bethlehem, PA	<i>New</i>
• North Shore Little League, Rocky Point, NY	<i>New</i>
• Muslim Basketball, Hackettstown, NJ	<i>New</i>
• Success Rehab, Quakertown, PA	<i>Renewal</i>
• Springer Capital, Philadelphia, PA	<i>New</i>
• Punch Media, Philadelphia, PA	<i>New</i>
• American Association of Suicidology, Lawrence, PA	<i>New</i>
• New Logic Marine Science Camp, Lavallette, NJ	<i>New</i>
• Hydro Extrusion USA LLC, Cressona, PA	<i>New</i>
• DHL – Hershey Annville Fulfillment Center, Annville, PA	<i>New</i>
• Olivet Boys & Girls Club, Reading, PA	<i>New</i>
• Kutztown High School, Kutztown, PA	<i>Renewal</i>
• Foundation for Blind Children, Phoenix, AZ	<i>Renewal</i>
• County of York – York County District Attorney’s Office, York, PA	<i>New</i>
• Peddlers Village, Lahaska, PA	<i>New</i>
• Dodgers Nation Youth Travel Baseball, Seaford, NY	<i>New</i>
• Hamburg Public Library, Hamburg, PA	<i>New</i>
• Lacks Beach Service, Myrtle Beach, SC	<i>New</i>
• Pittsburgh Promise, Pittsburgh, PA	<i>New</i>
• Sporting Club at the Bellevue, Philadelphia, PA	<i>New</i>
• Chester County Planning Commission, West Chester, PA	<i>New</i>
• Childhood Cancer Society, Wayne, NJ	<i>New</i>
• Juvenile Probation at Lehigh County, Allentown, PA	<i>New</i>
• Nazareth Center of the Arts, Nazareth, PA	<i>New</i>
• Quattro Agency, Wayne, PA	<i>New</i>
• Seneca Highlands IU 9, Smethport, PA	<i>New</i>

• Suburban Testing Labs, Reading, PA	New
• Pottsville Area School District, Pottsville, PA	Renewal
• Fruitful Seeds Counseling, Bethlehem, PA	New
• Lehigh County Crisis Intervention, Allentown, PA	New
• ASPIRE to Autonomy, Allentown, PA	Renewal
• Shared Wellness, Horsham, PA	New
• Hidden River Arts, Philadelphia, PA	New
• Crispin Basketball, Pitman, NJ	New
• SoulJoels at Sunnybrook, Pottstown, PA	New
• B2 Bistro and Bar West Reading, PA	New
• Central Oregon Community College, Bend, OR	New
• Good Shepard Rehabilitation, Kutztown, PA	New
• Hickory Run Campground, Denver, PA	New
• Redners Markets, Reading, PA	New
• Prescott Valley Community Service, Prescott, AZ	New
• Thirty West Publishing House - Remote	New
• Sports Fan Base Network, Southampton, PA	New
• Diakon, Allentown, PA	New
• Oley Valley High School, Oley, PA	Renewal
• Willow Brook, Kutztown, PA	New
• Matrix Behavior Solutions, East Stroudsburg, PA	New
• OAA Physical Therapy and Hand Rehabilitation, Allentown, PA	New
• Nulton Diagnostic Treatment Center, Slatington, PA	New
• Outer Circle Sports, LLC, Birdsboro, PA	New
• LVHN School Based Behavioral Health, Allentown, PA	New
• Northampton County Department of Human Services, Bethlehem, PA	New
• NAMI, Flemington, NJ	New
• Bethlehem North Skilled Nursing & Rehabilitation Center – Genesis, Bethlehem, PA	New
• Blue Mountain School District, Orwigsburg, PA	New
• Opportunity House, Reading, PA	New
• Wilson School District – Cornwall, Sinking Spring, PA	New
• LVHN Medical Case Management, Allentown, PA	New
• Universal Audenried Charter High School, Philadelphia, PA	New
• Hiram W. Dodd Elementary School, Allentown, PA	Renewal

Mr. Jim Ludlow moved to present Tab 4 for approval as presented. Mr. Phillips Armstrong seconded the motion and it carried unanimously. The motion was approved.

12. School-based Internship Agreements with Various School Districts and Kutztown University

Mr. Jim Ludlow presented the list of school-based internship agreements which establishes a relationship whereby students may participate in practical experience outside the traditional classroom setting.

- Blue Mountain School District Renewal
- Mahanoy Area School District New
- Executive Education Academy Charter School New
- St. Ignatius New
- Mechanicsburg Area School District New
- Wilson School District Renewal
- Twin Valley School District Renewal
- Oley Valley School District Renewal
- Carbon Lehigh Intermediate Unit 21 Renewal
- St. Clair Area School District New
- Elk Lake School District New
- Allentown School District Renewal
- Penns Valley Area School District New

13. Counseling Internship Agreements with Various Institutions and Kutztown University

Mr. Jim Ludlow presented internship agreements which establishes a relationship whereby students may participate in practical experience outside the traditional classroom setting.

- Valley View School District New

14. Dual Credit Agreement with Various School Districts and Kutztown University

Mr. Jim Ludlow presented the dual credit agreements which establishes a relationship whereby students may participate in university courses either on the Kutztown University campus or on a school district site.

- Pine Grove Area School District New
- Upper Perkiomen School District New

Mr. Jim Ludlow moved to present Tabs 5, 6, and 7 as one action item for approval as presented. Ms. Dianne Lutz seconded the motion and it carried unanimously. The motion was approved.

15. Summary of Discussions: Council Committee on Finance, Property & Audit

Ms. Dianne Lutz reported on the committee discussions.

16. Purchases and Contracts

Ms. Dianne Lutz noted the purchases and contracts were reviewed as presented in Tab 8 with no further comment.

17. 2025-2026 Winter Study Abroad Program Fees

Ms. Dianne Lutz moved to approve the 2025-2026 Winter Study Abroad Program Fees as presented in Tab 9. Ms. Sandy Green seconded the motion and it carried unanimously. The motion was approved..

18. Summary of Discussions: Council Committee on Human Diversity

Ms. Sandy Green reported on the committee discussions.

19. Summary of Discussions: Council Committee on University Relations & Athletics and Advancement

Mr. Phillips Armstrong reported on the committee discussions. He also thanked Sandy Green for inviting business leaders and legislators to university events and for working on the president's inauguration committee.

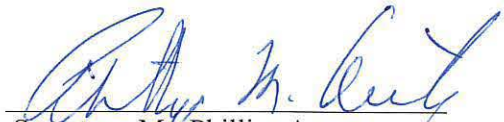
20. **PACT Update** – Trustee Emeritus Policies were discussed at the past PACT meeting. Millersville, West Chester, and Slippery Rock all have implemented a Trustee Emeritus Policy.
21. **Proposed Trustee Emeritus Policy** – Ms. Sandy Green
After review and discussion of the proposed trustee emeritus policy, Ms. Sandy Green moved to approve the proposed policy as presented in Tab 10. Mr. Phillips Armstrong seconded the motion and it carried unanimously. The motion was approved.
22. **As May Arise** – Dr. Phil Cavalier congratulated Ms. Melinda Quinones for receiving one of the PASSHE 2025 Keepers of the Flame Awards. She has made significant contributions to creating and promoting diversity, equity, and inclusion and cultivating a sense of belonging on our campus. The awardees will be honored at the upcoming PASSHE Summit at the end of October.

Adjournment

Mr. Dennis Giorno adjourned the meeting at 3:38pm.

11/6/25
Date

11/6/25
Date


Secretary, Mr. Phillips Armstrong


Chair, Mr. Dennis Giorno