April 2022

Dear Appropriations and Education Committee Chairs,

Attached you will find the quarterly report on our integrating universities' implementation progress to date. This report shows what we have accomplished in the last quarter and what we plan to achieve in the next quarter. It is a roadmap that you can expect to receive at each quarterly meeting as we advance. You will also find high-level milestones, timeline revisions, and plan updates associated with our progress.

As outlined in July, the final implementation plans are living documents that we anticipate will be adjusted as the universities progress through the implementation process. Specifically, the West and Northeast have taken different approaches to supporting information technology systems based on the phased-in curriculum development, the rollout of the new universities' cabinet and organization structures, and their approach to marketing and branding.

This past quarter marked one of the most significant milestones in our integration journey with our accreditor's approval of the plans. With this approval, the integrated universities are now able to begin marketing the new institutions and is a major step forward. This approval is an acknowledgement of the hard work and dedication of countless individuals making this integration a reality for our students, communities, and region. The next quarter's activities set the stage for the final work to stand up Pennsylvania Western University (PennWest) beginning its operations July 1, 2022. We are nearing the end of our implementation plan journey and are ready to embark on the transformative work at the new university. We would like to thank everyone who has supported us in achieving these milestones.

The **West's** progress against the significant actions outlined for the second quarter FY 21/22 is noted below:

1) **Academic** – Middle States peer-review team report was received January 7 and institutional response was submitted January 14. Commission accreditation decision scheduled for March 2022. Approve interim curriculum procedures and begin the curriculum synthesis process aligned with the integrated academic program array and phased curriculum implementation plan. Publish the integrated academic calendar for Fall 2022.
   a. STATUS: Complete - Middle States approved the complex substantive change request in March 2022. Interim Curriculum Committee was formed and procedures were approved to review and make recommendations on curriculum synthesis underway. Published integrated academic calendar for Fall 2022.
2) **Communications** – Develop internal brand awareness campaign and determine communication functions and needs. Execute a series of marketing initiatives to highlight the integrated university value.
   a. STATUS: Complete/Ongoing – A comprehensive branding strategy for the integrated university, Pennsylvania Western University (PennWest), has been developed and will be executed over the transition period. Communication department functions and needs have been evaluated and established. This is one area will work will be ongoing, with continual development.
3) **Finance and Administration** – Develop and implement a singular budget methodology and planning process for the integrated university. Finalize the cutover plans to transition the HR, payroll, finance, budget and

procurement activities from three (3) universities to the new university to close out financial activity for FY 21/22 and create the new university.

    a. STATUS: Complete - Developed a single budget and planning process for PennWest. Finalized cutover plans for HR, payroll, finance, budget, procurement activities.

4) **Technology** – Launch integrated CRM and SIS, begin course schedule development for Fall 2022. Initiate the OneSIS upgrade to align with System strategy and enable scalability.

    a. STATUS: Ongoing - Launched single CRM and the first phase of single SIS system. Began course schedule development for Fall 2022.

5) **Governance** - Continue transition of functional leadership to the integrated cabinet / leadership team. Development of new Shared Governance models which includes representation from faculty, staff and students. Communicate the new HR and IT organization(s) to support employees and system changes during the transition. Launch new technology platform for employees to work with the new HR organization.

    a. STATUS: Ongoing – Continued communications for organizational and system changes to employees during transition. Continued implementation of integrated HR technology platform for employees.

6) **Online** – Finalize business model for partner relationships for online university. Refine the program array for online delivery.

    a. STATUS: Various – Refined program array and selected programs to pilot in a fully online environment. Partner relationship business model being refined and on schedule for Fall 2022.

7) **Student experience** – Finalize the new student fee structure. Develop and provide recommendations for the new student governance structure and timeline for implementation. Establish common practices for behavioral intervention teams on all campuses.

    a. STATUS: Various – Finalized student fee structure for Fall 2022. Established best practices for behavioral intervention on all campuses. Student governance structure is on track to be implemented before Fall 2022 semester.

In addition, the integrating university continues to communicate with its key stakeholders, engaging them via multiple channels to provide updates and solicit feedback. This effort will continue as the teams are focused on ways to create a consistent and enhanced student experience as they design the integrated university.

The final implementation activities planned for the July launch of PennWest University include:

1. **Academic** – The synthesized academic curriculum is being implemented over two to three academic years, with the majority of undergraduate and graduate curricula implemented in fall of 2023. The work of the Interim Curriculum Committee will conclude in late summer or fall 2022, and normal curriculum operations will be taken up by a new university curriculum committee. The team is developing an integrated academic catalog and the plan to implement synthesized graduate programs. They are launching marketing for pilot online programs.

2. **Communications** – Continue executing on communications strategy to engage students, faculty and staff through an integrated university branding and messaging campaign as well as an integrated website.

3. **Finance and Administration** – The creation of the new university requires the creation of a new organization and associated account code structures for financial transactions and payroll in the SAP ERP system. The new university's organization structure has been created and balances from the three integrating universities have been mapped into the new university's account code structure to allow for financial transaction processing including payroll. Suppliers will be notified of the changes with communications in April and May. Testing and cutover activities are planned for May and June. These activities allow for the final audited financial statements to be issued in the fall of 2022 and the new financial statements to be issued for fiscal year 2022/23. Additionally, a new billing system conversion is planned to launch. These activities allow for normal operations to begin July 1, 2022.

4. **Student experience** – The new university will be finalizing and launching critical documents for the student experience including the integrated student handbook and code of conduct as well as other required procedures. Work is being completed to welcome students to the integrated campus through orientation and communications. Finally, standardized transcripts and dual enrollment processes are being finalized for students for the fall.

5. **Technology** – The integrated Student Information Systems continues to launch new functionality with course registration planned. PennWest will conclude the major technology upgrades with the new Student Information System (OneSIS) implementation in the fall of 2022.

6. **Governance** – All employees will receive communications related to the final organizational design and personnel / job descriptions for the integrated university. HR Shared Services will be launched with a strategic university HR office and centralized HR transaction processing for the six integrating universities. Establish a standardized process for shared governance across the integrated university including updating appropriate policies.

Finally, as part of the University Financial Sustainability and the Comprehensive Planning Process, a revised spring CPP projection is being submitted. The university has made progress from the September CPP through workforce reductions and will continue to address its issues through a combined focus on enrollment and expenditures.

Since July of 2020, our students, faculty, staff and stakeholders have poured their hearts and souls into the work we are collectively undertaking. I believe that thoughtful effort is evident in the continued progress you continue to see as these plans move forward and evolve. There is still much to do, but they deserve much credit and appreciation for what we have achieved so far. We are also appreciative of your consideration of and attention to these plans. The partnership we have developed has made this redesign possible, and I look forward to continuing our collective work as we build a better future for Pennsylvania students and our commonwealth.

Thank You,

Dan Greenstein
Chancellor

Act 50 Requirement	Appendix	April 2022 Updates	Timing for continued data transmissions
(1) An overview of the financial position of the respective universities at the time of plan approval and the time of the report.	Appendix V: Financial Sustainability Analysis	• No Updates	• Updated annually (Quarter 2) Audited financial statements available in November annually
(2) The operating budget and total budget for each university at the time of plan approval and at the time of the report.	Appendix V: Financial Sustainability Analysis	• Updated	
(3) The estimated amount of expenditures needed to support plan implementation at the time of plan approval and the cumulative amount of expenditures made to support plan implementation at the time of the report.	Appendix X: Implementation Costs	• Updated	• Updated quarterly
(4) The applicable organizational charts at the time of plan approval and at the time of the report.	Appendix T: Organizational Charts	• No Updates	• Updated based on organizational implementations
(5) Full-time enrollments at the time of plan approval and at the time of the report.	Appendix O: Act 50 Reporting on Student Metrics and Analysis	• Updated	• Updated in April and October
(6) Graduation outcomes at the time of plan approval and at the item of the report.	Appendix O: Act 50 Reporting on Student Metrics and Analysis	• Updated	• Updated annually (April)
(7) The cost of tuition, room and board and fees at the time of plan approval and at the time of the report.	Appendix O: Act 50 Reporting on Student Metrics and Analysis	• No Updates	• Updated annually (October)
(8) The average cost of attendance at the time of plan approval and at the time of the report.	Appendix O: Act 50 Reporting on Student Metrics and Analysis	• No Updates	• Updated annually (October)
(9) The number of faculty and non-faculty employees at the time of plan approval and at the time of the report.	Appendix P: Act 50 Reporting on Faculty Appendix Q: Act 50 Reporting on Staff	• Updated	• Updated quarterly
(10) The number of faculty and non-faculty employees by location at the time of plan approval and at the time of the report.	Appendix P: Act 50 Reporting on Faculty Appendix Q: Act 50 Reporting on Staff	• Updated	• Updated quarterly
(11) Each impact to faculty and non-faculty employee staffing, including, but not limited to, separations, reductions in force, reclassifications of job responsibilities or roles or reassignments to other universities within the system. The notification under this paragraph shall include an estimated financial impact for the	Appendix P: Act 50 Reporting on Faculty Appendix Q: Act 50 Reporting on Staff	• No Updates	• Updated annually (July)

current and subsequent two fiscal years.			
(12) The faculty-to-student ratio and the faculty and non-faculty employee-to-student ratio at the time of plan approval and at the time of the report.	Appendix P: Act 50 Reporting on Faculty	• No Updates	• Updated annually (January)
(13) A list of academic programs that have been terminated or consolidated and an explanation of the reasons for termination or consolidation.	Appendix L: Act 50 Reporting on Academic Programs	• Updated	• Quarterly updates based on activity
(14) A list of new academic programs that have been approved and an explanation of the need for the programs.	Appendix L: Act 50 Reporting on Academic Programs	• No updates	• Quarterly updates based on activity
(15) The number of academic programs by location at the time of plan approval and at the time of the report.	Appendix L: Act 50 Reporting on Academic Programs	• Updated	• Quarterly updates based on activity
(16) A list of property that is for sale or has been sold and the value of the proceeds from the sale.	Appendix J: Act 50 Reporting on Property for Sale	• West only	• Quarterly updates based on activity
(17) A list of administrative service consolidations and the value of savings resulting from the consolidations.	Appendix V: Financial Sustainability Analysis	• No updates	• Quarterly updates based on activity
(18) A list of outlining concerns related to the implementation of the plan on the community and affiliated organizations.	Appendix R: Act 50 Reporting on Affiliated Entities' and Communities' Concerns	• No updates	• Quarterly report on affiliated and community organizations concerns and mitigations

Integration Pillars	Quarter 1 - 2022 (Jan, Feb, Mar)	Quarter 2 - 2022 (Apr, May, Jun)
Student Experience	☑ Develop a common timeline and editorial calendar (orig. Q2 '21) ☑ Develop internal brand awareness campaign and determine communication functions and needs (orig. Q3 '21) ☑ Determine student fees Ensure availability of disability/accessibility services (including access, accommodation protocols, resources) (orig. Q1 '22) ☑ Established best practices for all three programs and developed a common policies and procedures manual for the PennWest athletic programs ☑ Communicate unified academic array (orig. Q2 '22) ☑ Execute strategic marketing plan (orig. Q3 '21) ☑ Provide international services and opportunities (e.g., study abroad) (orig. Q2 '21)	❑ Provide access to tutoring resources (orig. Q2 '21) ❑ Ensure testing resources and procedures are in place (standardized testing, CLEP/DSST) ❑ NCAA decision on athletics program structure (orig. Q3 '21) ❑ Provide services around student of particular concern (i.e., Behavior Intervention Teams, Red Folder resources, clear emergency/crisis policies and procedures, gatekeeper training) (orig. Q1 '22) ❑ Finalize student activity fee ❑ Evolve infrastructure for Title IX compliance (including staffing, training, and protocols) for students and employees ❑ Begin integrated website design and development ❑ Publish academic catalog for Fall 2022 (orig. Q2 '22)
Academics	☑ Address ongoing faculty contractual committee, issues, and decisions (continuing) (orig. Q4 '21) ☑ Select fully online pilot programs ☑ Build instructional design and success coach staff, move into physical space	❑ Develop an integrated academic catalog ❑ Curriculum phase-in plan for synthesized graduate programs in fall 2022 developed, approved, and communicated (orig. Q4 '21) ❑ Curriculum committee approval and submit new graduate curriculum to accreditation bodies (orig. Q4 '21) ❑ Address ongoing faculty contractual committee, issues, and decisions (continuing) (orig. Q4 '21) ❑ Launch marketing and communications plan - online (orig. Q4 '21) ❑ Finalize business model for partner relationships for online (orig. Q1 '22)
Institutional Accreditation	☑ MSCHE approval of CSC request form ☑ Provide additional information to peer evaluators based on requests, if needed ☑ Institutional response to the Peer Evaluator findings report	❑ Develop accreditation maintenance and support infrastructure using the MSCHE Standards/Articles of Affiliation the Office of Institutional Effectiveness
Regional SIS & Enrollment	☑ Launch integrated CRM and SIS, begin course schedule development for Fall 2022 ☑ Convert to one common academic, processing, and disbursement calendar (orig. Q2 '21) ☑ Determined PHEAA requirements/changes with programs for integrated university implementation (orig. Q1 '22) ☑ Develop common admissions deadlines (orig. Q2 '21) ☑ IT governance & policy alignment (data retention, email retention, equipment replacement plan, cloud service, information security) ☑ Student and course data conversions (orig. Q1 '22) ☑ Determine of the impact of integration on all existing MOUs and affiliation agreements for dual enrollment programs (orig. Q3 '21)	❑ Transcript development (orig. Q1 '22) ❑ Integrate three schools to one shared SIS ❑ Establish standardization of scholarships and criteria (orig. Q3 '21) ❑ Create integrated recruitment strategy for the integrated university (orig. Q3 '21)
Finance and Infrastructure	☑ Recommend implementation of shared services models where possible (orig. Q2 '21) ☑ Determine the viability of adopting a structure whereby service(s) to the combined entity are provided by "service centers" (orig. Q4 '21) ☑ Refine financial and enrollment projections (orig. Q4 '21) ☑ Developed and implemented a singular budget methodology and planning process for the integrated university (orig. Q4 '21)	❑ Review and execute approved tuition and fee structures for AY 22-23 and AY 23-24 ❑ Convert to new billing system for Fall 2022 ❑ Retain separate foundations and alumni associations while identifying collaborations and shared services opportunities ❑ Determine pricing model for integrated university – by campus and program (orig. Q3 '21)
Human Resources	☑ Work with System LR and the Academic Affairs with collective bargaining unit items and support LR and negotiation teams ☑ Finalize recommended organizational structure, job descriptions, and placements (orig. Q2 '22) ☑ Create integrated HR structure consisting of a campus-based staff reporting to single leadership position (orig. Q2 '22)	❑ Support Shared Services HR model ❑ Support leadership, departments, and bargaining units to address issues related to formal integration

April 1, 2022 updates to Appendix V: Financial Sustainability Analysis

The tables below reflect the Act 50 financial sustainability analysis reporting requirements as of March 25, 2022.

- Operating budget and total budget for each university

UNRESTRICTED BUDGET (EDUCATIONAL AND GENERAL AND AUXILIARY)

	FY 2020-21			FY 2021-22			FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Revenues	**CA**	**CL**	**ED**	**CA**	**CL**	**ED**	**Integrated University**	**Integrated University**	**Integrated University**	**Integrated University**
Tuition	$60,179,054	$33,482,062	$36,636,311	$56,105,434	$29,763,712	$34,840,291	$120,953,982	$126,341,161	$131,019,171	$136,330,760
Fees	14,468,223	11,496,465	10,303,418	15,132,054	11,577,289	9,912,936	37,108,101	37,677,959	38,053,122	38,432,036
State Appropriation	34,181,375	26,512,315	28,576,510	33,410,386	26,237,620	27,424,855	88,814,318	90,590,604	92,402,415	94,250,463
Auxiliary Sales	2,533,988	6,622,070	3,331,024	12,469,840	11,855,235	11,950,291	36,173,238	36,534,971	36,900,321	37,269,324
All Other Revenue	13,638,092	17,067,582	3,856,031	15,989,876	14,214,647	26,170,053	36,187,469	29,952,095	21,024,760	19,127,760
Total Revenues	**$125,000,732**	**$95,180,494**	**$82,703,294**	**$133,107,590**	**$93,648,503**	**$110,298,426**	**$319,237,108**	**$321,096,790**	**$319,399,789**	**$325,410,343**
Expenditures										
Compensation Summary:										
Salaries and Wages	$56,487,609	$42,299,142	$46,656,688	$55,775,107	$40,638,987	$43,737,054	$136,140,780	$138,744,107	$140,535,847	$142,492,456
Benefits	25,145,264	20,477,501	22,589,382	24,104,036	19,709,530	21,473,384	67,252,119	68,538,337	69,561,291	71,079,678
Subtotal, Compensation	$81,632,873	$62,776,643	$69,246,070	$79,879,143	$60,348,517	$65,210,438	$203,392,899	$207,282,444	$210,097,138	$213,572,134
Student Financial Aid	7,872,605	6,128,828	3,397,074	7,867,605	6,379,730	4,909,944	19,993,486	19,993,486	19,993,486	19,993,486
Other Services and Supplies	24,730,053	25,738,843	20,629,229	32,060,153	29,666,164	27,436,362	89,834,108	92,746,092	93,187,542	94,566,872
Subtotal, Services and Supplies	$32,602,658	$31,867,671	$24,026,303	$39,927,758	$36,045,894	$32,346,306	$109,827,594	$112,739,578	$113,181,028	$114,560,358
Capital Expenditures and Debt Principal Payments	6,787,439	4,578,924	6,137,408	8,628,339	4,663,809	5,262,028	18,260,903	17,948,407	17,726,183	17,653,004
Total Expenditures	**$121,022,970**	**$99,223,238**	**$99,409,781**	**$128,435,240**	**$101,058,220**	**$102,818,772**	**$331,481,396**	**$337,970,429**	**$341,004,349**	**$345,785,496**
Revenues Less Expenditures	**$3,977,762**	**($4,042,744)**	**($16,706,487)**	**$4,672,350**	**($7,409,717)**	**$7,479,654**	**($12,244,288)**	**($16,873,639)**	**($21,604,560)**	**($20,375,153)**
Transfers to Plant Fund	141,009	(2,004,830)	(7,768,698)	0	0	0	190,000	190,000	190,000	190,000
Revenues Less Expenditures and Transfers	**$3,836,753**	**($2,037,914)**	**($8,937,789)**	**$4,672,350**	**($7,409,717)**	**$7,479,654**	**($12,434,288)**	**($17,063,639)**	**($21,794,560)**	**($20,565,153)**
Supplemental Resources/Adjustments										
Planned Use of Reserves for One-Time Needs/Strategic Initiatives	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Use of One-Time COVID Funds (revenue recognition adjustment)	$6,306,291	$4,624,749	$2,941,148	($6,306,291)	($4,624,749)	($2,941,148)	$0	$0	$0	$0
Revenues and Use of Supplemental Resources/Adjustments Less Expenditures & Transfers	**$10,143,044**	**$2,586,835**	**($5,996,641)**	**($1,633,941)**	**($12,034,466)**	**$4,538,506**	**($12,434,288)**	**($17,063,639)**	**($21,794,560)**	**($20,565,153)**
Annualized FTE Enrollment										
Undergraduate	4,299.00	3,177.23	2,843.17	4,002.00	2,801.13	2,604.24	9,175.52	9,240.23	9,302.28	9,382.94
Graduate	1,842.00	606.65	1,010.79	1,724.00	524.12	956.60	3,345.16	3,461.54	3,612.99	3,772.15
Total Annualized FTE Enrollment	**6,141.00**	**3,783.88**	**3,853.96**	**5,726.00**	**3,325.25**	**3,560.84**	**12,520.69**	**12,701.77**	**12,915.27**	**13,155.09**
FTE of Budgeted Unrestricted Employees, Net of Turnover										
Faculty	282.91	228.77	261.65	273.25	203.11	231.04	669.36	669.36	669.36	670.36
Nonfaculty	359.56	298.98	272.97	336.05	279.29	248.26	850.48	850.48	850.48	853.58
Total FTE of Budgeted Employees	**642.47**	**527.75**	**534.62**	**609.30**	**482.40**	**479.30**	**1,519.84**	**1,519.84**	**1,519.84**	**1,523.94**

April 1, 2022 updates to Appendix X: Implementation Costs

The table below reflects the Act 50 reporting requirements related to estimated and cumulative expenditures as of March 25, 2022.

- Integration budget and cumulative expenditures

Integration Budget and Cumulative Expenditures FY 2021/22 West Integration									
	Budget by Fiscal Year							Less	
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total Budget	Cumulative Expenditures	Remaining Budget
Consulting/Personnel	$202,000	$732,600	$87,500	$87,500	$0	$0	**$1,109,600**	**($73,133)**	**$1,036,467**
IT – SIS	1,066,545	2,273,628	174,375	0	0	0	**3,514,548**	**(1,737,586)**	**1,776,962**
IT – Software	527,000	420,000	0	0	0	0	**947,000**	**(209,327)**	**737,673**
IT – Technology Upgrades	0	75,000	0	0	0	0	**75,000**	**0**	**75,000**
IT – ERP Upgrades	0	0	0	0	0	0	**0**	**0**	**0**
Professional Development	0	0	0	0	0	0	**0**	**(7,737)**	**(7,737)**
Middle States	120,000	0	0	0	0	0	**120,000**	**(6,250)**	**113,750**
Academic	0	2,000,000	2,000,000	2,000,000	0	0	**6,000,000**	**(280,000)**	**5,720,000**
Faculty	0	2,309,844	0	0	0	0	**2,309,844**	**0**	**2,309,844**
Average	**$1,915,545**	**$7,811,072**	**$2,261,875**	**$2,087,500**	**$0**	**$0**	**$14,075,992**	**($2,314,033)**	**$11,761,959**

Integration Budget and Cumulative Expenditures FY 2021/22 Whole Integration									
	Budget by Fiscal Year							Less	
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total Budget	Cumulative Expenditures	Remaining Budget
Northeast Integration	$1,072,117	$4,908,900	$733,140	$731,140	$603,640	$603,640	**$8,652,577**	**($1,153,450)**	**$7,499,127**
West Integration	1,915,545	7,811,072	2,261,875	2,087,500	0	0	**14,075,992**	**(2,314,033)**	**11,761,959**
Both Integrations	1,261,000	5,600,000	0	0	0	0	**6,861,000**	**(4,414,848)**	**2,446,152**
Average	**$4,248,662**	**$18,319,972**	**$2,995,015**	**$2,818,640**	**$603,640**	**$603,640**	**$29,589,569**	**($7,882,331)**	**$21,707,238**

April 1, 2022 updates to Appendix O: Act 50 Reporting on Student Metrics and Analysis

The information below reflect Act 50 reporting requirements related to enrollment projections and graduation outcomes as of March 25, 2022.

- Total Full-Time and Part-Time Enrollment

University	Spring 2021		
	Full Time	Part Time	Total
California	3,913	2,096	6,009
Clarion	2,370	1,248	3,618
Edinboro	2,691	1,060	3,751
Total	**8,974**	**4,404**	**13,378**

- Graduation Outcomes

University	Fall 2017 Cohort	
	4 Year	6 Year
California	32.00%	n/a
Clarion	44.90%	n/a
Edinboro	45.00%	n/a
Average	**40.63%**	n/a

April 1, 2022 updates to Appendix P: Act 50 Reporting on Faculty; Appendix Q: Act 50 Reporting on Staff

The tables below reflect Act 50 reporting requirements related to staff as of March 25, 2022.

- Number of faculty and non-faculty employees by location – *April 2022 Update*

Employee Headcount as of 03/25/2022				
	Total Employee Headcount	Faculty	Total Nonfaculty	AFSCME
California	701	356	345	161
Clarion	582	244	338	175
Edinboro	522	267	255	121
Integrations Result	**1,805**	**867**	**938**	**457**

Employee Headcount as of 03/25/2022								
	Nonrepresented	SCUPA	SPFPA & POA	Coaches	Cheer Adviser	OPEIU	PSSU	Physicians
California	79	56	14	31		4		
Clarion	67	43	7	25		9	12	
Edinboro	63	31	10	21	1	5		3
Integrations Result	**209**	**130**	**31**	**77**	**1**	**18**	**12**	**3**

*See Footnotes on following page

January 1, 2022 updates to Appendix P: Act 50 Reporting on Faculty; Appendix Q: Act 50 Reporting on Staff, Continued

- Number of faculty and non-faculty employees by location – *July 2021 Update (At plan approval)*

Employee Headcount as of 04/01/2021				
	Total Employee Headcount	Faculty	Total Nonfaculty	AFSCME
California	706	336	370	171
Clarion	649	274	375	187
Edinboro	569	300	269	128
Integrations Result	**1,924**	**910**	**1,014**	**486**

Employee Headcount as of 04/01/2021								
	Nonrepresented	SCUPA	SPFPA & POA	Coaches	Cheer Adviser	OPEIU	PSSU	Physicians
California	85	58	16	32		8		
Clarion	79	49	8	25		16	11	
Edinboro	73	25	11	23		6		3
Integrations Result	**237**	**132**	**35**	**80**	**0**	**30**	**11**	**3**

FOOTNOTES:
- Includes total employee headcount for all active employees (will include those on various types of leave without pay, etc.)

- Excludes employees classified as Volunteers, Contractors or Other, as well as student employees

- Includes all groups (Permanent/Temporary, Full Time/Part Time/Hourly)

- Total Nonfaculty figures are the sum of all non-APSCUF units: AFSCME, Nonrepresented, SCUPA, SPFPA & POA, Coaches, Cheer Advisors, OPEIU, PSSU and Physicians

- Current Employee Complement for April 2021 and March 25, 2022 (will be subject to retro-activity)

April 1, 2022 updates to Appendix L: Act 50 Reporting on Academic Programs

The tables below reflect Act 50 reporting requirements related to academic programs as of March 25, 2022.

- List of academic programs that have been terminated or consolidated and an explanation of the reasons for termination or consolidation.

Programs are put into moratorium primarily due to low-enrollments, lack of career relevancy, high cost, or a combination of all. Programs in moratorium for 5 years are terminated unless the university has specific plans to reorganize.

	Award	Program Name	Concentration
Degree Programs and Concentrations Put into Moratorium or Terminated **(January 1, 2022 – March 25, 2022)** **Does not include minors and certificates*			
Program names highlighted in gray indicate the program was not put into moratorium, only the concentration(s) listed.			
Clarion	BSED	Library Science	Library Science
	BAS	Technology Leadership	essional Pilot
	BS	Integrative Studies	rt Management
	BS	Communication	• Advertising • Public Relations • Film • Corporate Communication • Broadcasting • Communication Studies
	MEd	Education	• Principalship Preparation • English
	MEd	Early Childhood Education	
	BS	Applied Computing	Web and Mobile Application Development
	BS	Health and Physical Education	• Recreation Administration • Sport Administration
	BSED	General Science-Secondary	
	MED	Special Education	Special Education – High Incidence

April 1, 2022 updates to Appendix L: Act 50 Reporting on Academic Programs, Continued

The tables below reflect Act 50 reporting requirements related to academic programs as of March 25, 2022.

- The number of academic programs by location.

April 2022 Update

Number of Degree Programs by Location March 25, 2022 *Does not include concentrations, minors, and certificates*			
	Undergraduate	Graduate	Total
California	67	28	95
Clarion	56	11	67
Edinboro	40	15	55

July 2021 Update (At plan approval)

Number of Degree Programs by Location April 1, 2021			
	Undergraduate	Graduate	Total
California	82	28	110
Clarion	64	12	76
Edinboro	55	16	71

April 1, 2022 updates to Appendix J: Act 50 Reporting on Property for Sale

The tables below reflect Act 50 reporting requirements related to property for sale as of March 25, 2022.

- List of property that is for sale or has been sold and the value of the proceeds from the sale.

Property for Sale	Estimated Value	Property Sold	Value of Sale Proceeds	Notes
Edinboro University - Porreco Campus	$2 - $3 million	Y	$3,207,106	Closing occurred on July 28, 2021