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**House Committee & PA Legislative Black Caucus  
Joint Public Hearing  
Written Testimony  
Panel Two  
12:45 PM**

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In essence, increased financial support and resources allocated to Historically Black Colleges and Universities (HBCUs) in Pennsylvania will have a profound impact on the professional pursuits of faculty members at our institution. These enhancements span across five crucial areas:

- **Increased monies to support faculty traveling to present research,**
- **Increased monies for food at university events,**
- **Increased monies to support preventative maintenance,**
- **Increased monies to hire and support junior faculty, and**
- **Increased monies to support teaching innovation at the institution.**

**Increased monies to support faculty traveling to present research:** Currently, our institution primarily relies on Title III funds to sponsor faculty members' travel for disseminating their scholarly work. However, the criteria for utilizing these funds have undergone changes over time, leading to constraints on faculty mobility and participation in academic conferences. It's imperative to address these limitations to ensure our faculty's active engagement in scholarly dissemination.

**Increased monies for food at university events:** Traditionally, our reliance on Title III funding for catering at university events has been limited. However, recent shifts in policy have recognized the significance of such provisions, especially in fostering a sense of community and breaking down barriers among faculty members. Despite these strides, the availability of funds remains inadequate, underscoring the need for further investment in this area.

**Increased monies to support preventative maintenance,:** While the construction of new facilities is undoubtedly exciting, it's disconcerting to witness the neglect of existing infrastructure due to financial constraints. As custodians of our institution's historical and cultural legacy, we must prioritize the upkeep of our buildings to preserve our heritage. Adequate funding for preventative maintenance is essential to ensure the safety and longevity of our campus facilities.

**Increased monies to hire and support junior faculty:** The retention of junior faculty members is paramount for the sustained growth and vitality of our institution. However, inadequate support in terms of resources, professional development, and onboarding has hindered our efforts in this regard. Addressing these deficiencies through increased funding is imperative to nurture a thriving academic community and foster student success.

**Increased monies to support teaching innovation at the institution :** While initiatives such as the Center for Instructional Design and Teaching Innovation have been established, resource limitations have hindered their effectiveness. Faculty members are often tasked with fostering innovation without adequate institutional support, leading to disparities in technological infrastructure and pedagogical tools. Investing in teaching innovation is essential to equip faculty with the resources necessary to deliver high-quality education and enhance student engagement.

In conclusion, addressing these areas of need through increased financial support and resources will not only bolster the professional endeavors of faculty members but also contribute to the overall advancement and excellence of our institutions.