



GLENVILLE STATE COLLEGE

AGENDA

Glenville State College
Board of Governors

February 6, 2019
1:00 p.m.

Waco Center
Hall of Fame Room

**Glennville State College
Board of Governors Meeting
Schedule
2018-19**

All Executive Committee meetings will be held at 11:00 a.m. in the President’s Conference Room in the Administration Building. All Board of Governors meetings will be held in the Waco Center, Hall of Fame Room, unless otherwise noted. The Enrollment Management Committee meetings will begin at 10:00 a.m. and all other Committee meetings will begin at 11:00 am. Board meetings will begin at ~~12:30~~ 1:00 p.m., with a noon luncheon prior to the meeting, unless otherwise noted as well.

Wednesday, August 1, 2018	Executive Committee
Tuesday, August 13, 2018 SPECIAL MEETING	Executive Committee – 11:30 a.m.
Wednesday, August 15, 2018 <i>* No committee meetings will be held.</i>	Board of Governors– 1:30 p.m. @ Ike and Sue Morris’ Residence 2888 US Hwy. 33 East, Glennville, WV
Wednesday, September 26, 2018	Executive Committee
Wednesday, October 24, 2018	Board of Governors <i>A Joint Committee meeting will be held @ 9:00 am @ Waco Center, Hall of Fame Room The Enrollment Management Committee will be held @ 11:00 am</i>
Wednesday, October 31, 2018 SPECIAL EMERGENCY MEETING <i>* No committee meetings will be held.</i>	Board of Governors– 10:00 a.m. @ SLS Land & Development Office 12 Vanhorn Drive, Glennville, WV
Wednesday, November 7, 2018 SPECIAL EMERGENCY MEETING <i>* No committee meetings will be held.</i>	Board of Governors– 10:00 a.m.
Monday, November 12, 2018	Enrollment Management Committee – 8:00 a.m. @ Mollohan Campus Community Center, Room 319
Wednesday, November 14, 2018	Executive Committee
Wednesday, November 28, 2018 <i>* No committee meetings will be held.</i>	Board of Governors – 2:00 p.m.
Wednesday, January 23, 2019	Executive Committee
Wednesday, January 23, 2019	Enrollment Management Committee – 9:00 a.m. @ Mollohan Campus Community Center, Room 319
Wednesday, February 6, 2019	Board of Governors
Wednesday, April 3, 2019	Executive Committee
Wednesday, April 17, 2019	Board of Governors
Wednesday, May 29, 2019	Executive Committee
Wednesday, June 12, 2019	Board of Governors

Approved by the GSC Board of Governors June 13, 2018
Updated August 13, 2018
Updated September 24, 2018
Updated October 29, 2018
Updated October 30, 2018
Updated November 5, 2018
Updated January 8, 2019

**GLENVILLE STATE COLLEGE
BOARD OF GOVERNORS
FEBRUARY 6, 2019
WACO CENTER, HALL OF FAME ROOM
1:00 PM**

AGENDA

1. Call to Order
2. Swearing in of new Board member (*Faculty Representative*)
3. Establishment of a quorum
4. **Approval of Minutes for November 28, 2018 (*Action Item*)**
5. Public Comment Period
6. Executive Committee
 - A. Report from Greg Smith, Chair
7. Business and Finance Committee
 - A. Report from Mike Rust, Chair
 - B. **Merit Based & Home Grown Teacher Education Scholarship/Tuition Discounts (*Action Item*)**
 - C. **Decrease in Tuition for FY2020 (*Action Item*)**
8. Enrollment Management Committee
 - A. Report from Steve Gandee, Chair
9. Student and Academic Affairs Committee
 - A. Report from Bill Deel, Chair
10. President's Report
11. Announcements
12. Adjournment

**Glennville State College
Board of Governors Meeting
November 28, 2018
Waco Center, Hall of Fame Room
Glennville, West Virginia**

Members Present: Mr. Greg Smith, Chairperson
Mr. Tim Butcher, Vice Chair
Dr. William Deel
Mr. Stephen Gandee, via teleconference
Mr. Richard Heffelfinger
Mr. Ralph Holder (left meeting at 2:58 pm)
Ms. Sue Morris
Mr. Mike Rust
Mr. Larry Baker, Faculty Representative
Mr. Dustin Crutchfield, Staff Representative
Mr. Justin Woods, Student Representative

Faculty/Staff Present: Dr. Tracy L. Pellett, President
Mr. John Beckvold, Vice President for Business & Finance
Mr. Marty Carver, Vice President for Enrollment
Dr. Kevin Evans, Professor of Chemistry
Mr. Tim Henline, Asst. Professor of Business and Faculty Senate President
Mr. David Hutchison, Vice President for Advancement
Mr. Jason Phares, Information Technology Manager
Mr. Jesse Skiles, Director of Athletics
Ms. Krystal Smith, Chief Human Resources Officer
Dr. Marjorie Stewart, Associate Professor of English
Ms. Teresa Sterns, Executive Assistant to the President
Dr. Victor Vega, Provost & Vice President for Academic Affairs

Others Present: Ms. Leslee Coffman, GSC Student
Mr. Rick Eskins, Hayflich , PLLC.
Dr. Joe Evans, Professor Emeritus
Ms. Madisyn Furr, GSC Student
Mr. James Meads, Professor Emeritus
Mr. Reed Ratliff, GSC Alumnus
Mr. Harry Rich, Professor Emeritus
Mr. Seth Stover, GSC Student
Dr. John Westfall, GSC Alumnus

Call to Order

Chairperson Greg Smith called the meeting to order at 2:03 pm.

A quorum was established.

Chairperson Smith announced that the audit presentation is being moved from item 7 on the agenda to item 6.

Approval of Minutes

Mr. Baker requested the October 24, 2018 minutes be changed on page 6 of the Board packet, first sentence at the top. Change “administration and if other faculty fears the president” to read “President Pellett.” Also, delete “to both inquiries” from the second sentence at the top of the page.

MIKE RUST MOVED TO APPROVE THE MINUTES OF THE OCTOBER 24, 2018 MEETING AS AMENDED.
RICH HEFFELFINGER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

RALPH HOLDER MOVED TO APPROVE THE MINUTES OF THE OCTOBER 31, 2018 MEETING AS PRESENTED. RICH HEFFELFINGER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

MIKE RUST MOVED TO APPROVE THE MINUTES OF THE NOVEMBER 7, 2018 MEETING AS PRESENTED.
TIM BUTCHER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Report on FY2018 Audit from Hayflich, PLLC – Mr. Rick Eskins, CPA, Director of Healthcare & Government at Hayflich, PLLC, discussed the financial statements previously mailed to the Board for the years ended June 30, 2018 and 2017. He noted that the audit performed on the GSC Foundation, Inc. financial statements was completed by other auditors who provided a report of the audit to Hayflich, PLLC. Mr. Eskins further reported that the College audit was conducted in accordance with Government Auditing Standards (GAS). Based on the audit and the report of other auditors, the financial statements presented fairly. The audit report for the College was issued on October 15, 2018. He announced that there was no difficulties with management and the results of the audit tests disclosed no instances of noncompliance or other matters that are required to be reported under the GAS. Mr. Eskins invited questions/concerns from the Board.

Public Comment – Mr. Tim Henline, Dr. Joe Evans, Mr. Harry Rich, and Dr. Kevin Evans presented public comments regarding issues related to the procedure for faculty casting votes, faculty senate governance, adherence of Board by-laws, and the President’s contract.

Committee of the Whole

MIKE RUST MOVED TO APPROVE THE FY2018 AUDIT PRESENTED BY HAYFLICH, PLLC. RICH HEFFELFINGER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Mr. Skiles provided a copy of an athletic PowerPoint that was presented to the Executive Committee at its last meeting. Mr. Skiles discussed the scholarship plan included in the handout along with sports recruitment goals. The plan proposes adding women’s golf and a cheer squad which are anticipated to recruit additional students.

SUE MORRIS MOVED TO APPROVE THE PROPOSED ATHLETIC SCHOLARSHIP PLAN, ADDITION OF WOMEN’S GOLF, AND ADDITION OF A GLENVILLE STATE COLLEGE CHEER SQUAD SUBJECT TO ANY EDITS. RICH HEFFELFINGER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

President Pellett announced that honor students will be awarded amounts originally awarded upon the Board’s approval to reinstate the academic scholarship.

TIM BUTCHER MOVED TO APPROVE THE REINSTATEMENT OF THE HONOR STUDENT ACADEMIC SCHOLARSHIP. JUSTIN WOODS SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Update on Hidden Promise Scholars Program – Ms. Stacy Adkins, Director for Academic Success Center, reported the following:

- The new Academic Success Center (ASC) has applied Hidden Promise program elements campus wide to include all students due to the high retention rates of Hidden Promise Scholars (HPS).
- The HPS program still provides a mentoring program that targets HPS seniors and a coordinator that serves 10-12 grade scholars.
- The ASC is planning to host two HPS College Days in the spring.
- Scholars will be invited to attend the HPS Summer Camp in July.
- There are currently 160 Scholars on campus and thirteen are scheduled to graduate in December.
- The Center anticipates re-outlining the HPS program to expand the number of community service hours the Scholars will be required to do and to continue to serve first generation students.

After a discussion regarding the Scholars’ average GPA, Ms. Adkins offered to appoint a committee to review GPA’s of students who receive the HPS scholarship and put a report together to submit to the Board.

President’s Report

President Pellett provided a list of activities he has been engaged in since the June meeting.

Executive Committee

Tim Butcher, Vice Chair, reported the Committee met on November 14, 2018 and discussed the following:

- Athletic Plan Proposal presented by Jesse Skiles that included the addition of women's golf and cheer squad.
- President's plan to team with Mayor Fitzpatrick and Rick Trickett to do a central WV Legislative & Recruitment Tour.
- Reviewed the FY2018 Audit.
- Discussed campus updates that included faculty news, Blue Ribbon Commission, HEPC funding, HLC, compact, budget PowerPoint, departmental reorganization, and capital projects.
- Set agendas for the retreat and this meeting as presented.

Enrollment Management Committee

Steve Gandee, Chair, reported that an interim special committee meeting was held on November 12, 2018. Members of the faculty, staff, Board, and community attended. Discussions included retention, correlation to math class/retention, and recruitment plan proposed by Marty Carver. Mr. Gandee plans to hold another interim meeting prior to the February 6, 2019 committee meeting.

Announcements

Mr. Smith made the following announcements:

- GSC Fall Commencement – December 8th @ 10:00 am @ Waco Center
- HCC Fall Commencement – December 13, 2018 @ 1:00 pm @ HCC
- Next Executive Committee Meeting – January 23, 2019
- Next Board Meeting – February 6, 2019

Other announcements included:

- The newly reconvened Staff Council met yesterday.
- Jazz Concert is scheduled for November 29th at 7:00 pm in the Fine Arts Center.
- Annual Mid-Ohio Valley Alumni Christmas Dinner will be held at 5:30 pm on December 4th at the Parkersburg Country Club.

Executive Session

IT WAS MOVED BY LARRY BAKER THAT THE BOARD OF GOVERNORS GO INTO EXECUTIVE SESSION UNDER THE AUTHORITY OF WV CODE §6-9A-4(b)(2)(A) TO DISCUSS THE RESIGNATION OF THE CURRENT ACF/FACULTY SENATE BOARD REPRESENTATIVE. JUSTIN WOODS SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Rise from Executive Session

IT WAS MOVED BY MIKE RUST THAT THE BOARD RISE FROM EXECUTIVE SESSION AND RECONVENE IN OPEN SESSION. TIM BUTCHER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Actions Emanating from Executive Session

TIM BUTCHER MOVED THAT THE BOARD OF GOVERNORS CONSULT COUNSEL FROM THE HIGHER EDUCATION POLICY COMMISSION CONCERNING THE ISSUE OF A CONFIDENCE VOTE BY THE GSC

FACULTY CONDUCTED BY THE GSC FACULTY SENATE AND THE PROCEDURE TO BE FOLLOWED. MIKE RUST SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

TIM BUTCHER MOVED THAT THE BOARD OF GOVERNORS ACCEPT THE RESIGNATION OF LARRY BAKER FROM THE BOARD OF GOVERNORS. MIKE RUST SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Adjournment

With no further business and hearing no objection, Chairperson Smith adjourned the meeting at 4:02 pm.

Greg Smith
Chairperson

Teresa Sterns
Executive Assistant to the President

Submitted by: *Marty Carver, Vice President of Enrollment Management*

Highlights/Challenges

Highlights

1. **EAB:** UPDATE: EAB is in their final campaign for this contract year. EAB estimated that we would receive between 1,000 and 1,200 applications for Fall 2019. To date, we have received 706 applications – 386 have been accepted. Our EAB contact believes our campaigns are performing average to above average for a first-year contract and a college our size.
2. **Fall 2019 Admissions Recruitment:** New student enrollment numbers are holding strong at this point for traditional recruitment. We are up 24.3% in Inquiries, 38.7% in Applicants and 30.3% in Accepted compared to Fall 2018. Our Fall 2019 Application and Accepted goals are for Regular Applications (non-EAB) and Regular Accepted (non-Quick Admit) to keep pace with the same period last year and the 3-year average without relying on assistance from EAB and/or QuickAdmits. As of today, Fall 2019 Regular Applications are 1.9% higher than Fall 2018 and 5.9% above the 3-year average. Regular Accepted is 5.2% higher than Fall 2018 and 27.4% above the 3-year average.
3. **Recruitment Excursions:** We are continuing to execute the original action plan on a daily basis but have added a couple new initiatives. We just returned from the Eastern WV Recruitment Blitz where we took 15 total people, broken into 3 groups, to represent the college at 12 high schools and 8 basketball games. Each group was made up of at least 1 admissions person, 1 faculty member, 1 athletics contact, and 1 alum. The trip was very well received as we made contact with several prospective students, parents, and alumni at Richwood, Nicholas, Greenbrier West, Greenbrier East, Tucker, Midland Trail, Webster, Pocahontas, Buckhannon-Upshur, Barbour, Lewis, James Monroe, and Elkins High Schools. A second trip (Kanawha County Recruitment Blitz) is being organized for February 12, 15, and 16. We are also in the process of planning three on-campus high school connection events. Each of the events is designed to connect prospective high school students from clubs and organization with key members of our campus community. We will have FFA students on campus for FFA Day on February 8 which will focus on Land Resources but will also allow students to explore other academic options. Student Government students will be on campus for SGA Day on March 22 and all GSC academic departments will host a department open house on April 6.

Challenges

1. None at this time

Attachments/Enclosures:

1. Admissions Summary Fall 2019
2. Campus Admissions Report

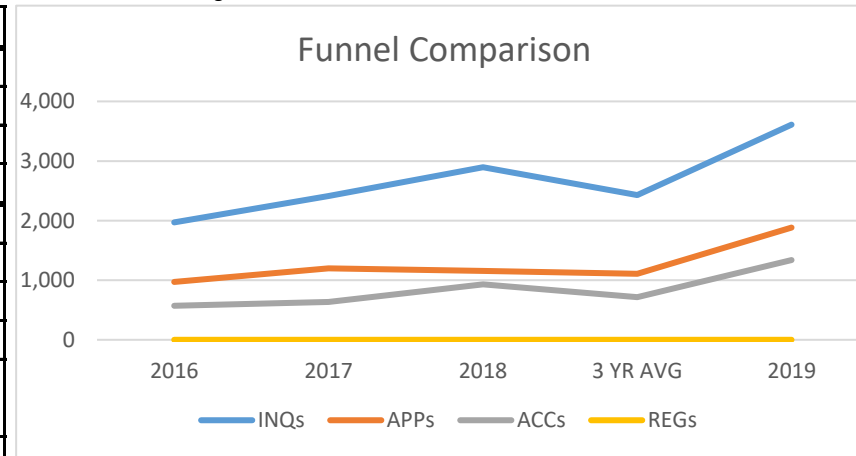
NEW STUDENTS

Fall...	Total APPs	(+/- %)	Regular APPs	(+/- %)	EAB APPs	Total ACCs	Regular ACCs (+/- %)	EAB ACCs	Total REGs	Regular REGs (+/- %)	EAB REGs
2019	1,883		1,177		706	1,338	830	386	0	0	0
2018	1,155	38.7%	1,155	1.9%		932	932 -12.3%		0	0 0.0%	0 0.0%
2017	1,198	36.4%	1,198	-1.8%		637	637 23.3%		0	0 0.0%	0 0.0%
2016	971	48.4%	971	17.5%		571	571 31.2%		0	0 0.0%	0 0.0%
3 YR AVG	1,108	41.2%	1,108	5.9%		713	713 14.1%		0	0 0.0%	0 0.0%

CONVERSION RATIOS

*Regular = Non-EAB and Non-Quick Admit

	2019	2018	2017	2016	3 YR AVG
INQ:	3,610	2,897	2,412	1,970	2,426
APP:	1,883	1,155	1,198	971	1,519
ACC:	830	932	637	571	881
REG:	0	0	0	0	0
INQ-APP%:	52.2%	39.9%	49.7%	49.3%	62.6%
APP-ACC%:	44.1%	80.7%	53.2%	58.8%	58.0%
ACC-REG%:	0.0%	0.0%	0.0%	0.0%	0.0%



PROJECTIONS

	2019	3YA*	(+/-)	This Week	Last Week
1st-time FR:	302.0				
Transfer/RA:	82.8				
TOTAL	384.8			384.8	384.6

*Census

(+/-) Notes:

- APPs / ACCs are unofficial pending new report from CSchmidt
- 52 EAB Applications Pending Data Entry (814 Total EAB Applications Entered)
- 508 Total Quick Admits (178 EAB Quick Admits)

Campus Admissions Report

for the week of January 21, 2019

SUMMARY

Fall 2019 Applications remain strong and we are working to complete files and get students fully accepted. Our Fall 2019 Application and Accepted goals are for Regular Applications and Accepted to keep pace with the Total Applications and Accepted for the same period last year and the 3-year average without relying on assistance from EAB and Quick Admits. As of today, Fall 2019 Regular Applications are 1.9% higher than Fall 2018 and 5.9% above the 3-year average. Regular Accepted is 5.2% above Fall 2018 and 27.4% above the 3-year average. Quick Admit are student admitted based on self reported criteria.

THE NUMBERS

*EAB- Contracted Application Portal Service

	This Week Fall 2019	Last Week Fall 2019	+/- %	This Week Fall 2018	+/- %	This Week 3 Yr Avg	+/- %
Total Applications:	1,883	1,783	5.3%	1,155	38.7%	1,108	41.2%
Regular:	1,177	1,077	8.5%				
EAB:	706	706	0.0%				
Total Accepted:	1,338	1,316	1.6%	932	30.3%	713	46.7%
Regular:	983	961	2.2%				
Quick Admit:	355	355	0.0%				
APP-ACC%:	71.1%	73.8%		80.7%		64.4%	

COUNSELOR ACTIVITY

- Logen L. — In office for data entry, campus tours setting up school visits
- Marty C., Logan H. & Cameron W.— Pocahontas Recruiting Trip
- Pocahontas Recruitment Trip Summary: 3 Groups completed 12 high school visits to: Lewis, Upshur, Webster, Pocahontas, Nicholas, Randolph, Tucker, Fayette, Greenbrier, and Barbour Counties. Completed 7 GSC Nights at Basketball Games at: Lewis, Upshur, Webster, Pocahontas, Randolph, Barbour, and Nicholas Counties. Estimated # of Inquiries: 300 | Estimated # of Applications: 30 | Estimated # of Estimated Accepted Contacted: 85 | Estimated # of Alumni Contacts: 35

CONTACT & DATA ENTRY CENTER

- 57 Inquiry (INQs) Entered
- 100 Applications (APPs) Entered
- 34 File Docs Entered (documents needed for acceptance or to attend)
- 9 Campus Student Visitors / 11 Total Guests
- 111 Total Phone Calls Completed
- 214 Total Texts Sent/Received
- 99 Total Email Sent

IN PROCESS

- Contact campaign to FFA Advisors for 2/8 event began on 1/7-1/11 (confirmed Calhoun, Liberty (Clarksburg), Ritchie, Fayetteville, Doddridge, Wirt, and Braxton. Waiting to hear from Berkeley Springs, Roane, Clay, and Lewis.)
- Scheduling Buckhannon Upshur & Braxton Co for on-campus group visit with activities
- Roane County Seniors coming on Campus Visit. Waiting to hear date.
- Beginning SGA Day invitations
- 0 Campus Student Visitors / 0 Total Guests

UPCOMING EVENTS

*On-Campus Event

- | | |
|--|--|
| • 1/25: GSC Night @ Braxton Co HS | • 2/4: GSC Night @ Calhoun Co HS |
| • 2/8: GSC FFA Day* | • 2/12: Kanawha Valley Blitz & GSC Night |
| • 2/15: Kanawha Valley Blitz & GSC Night | • 2/16: (Kanawha) MSAC Basketball Tournament |
| • 2/19 : GSC Night @ Gilmer Co HS | • 3/2: Winter Open House |
| • 3/22: GSC SGA Day* | |

Submitted by: *Jesse Skiles, Director of Athletics*

Highlights

- *Our coaches are making a strong recruiting push to get the department to 450 total student-athletes.
- *Glennville State College has been last or next to last each year of the Mountain East Conference in the Commissioner's Cup Standings. We are working to move up to at least tenth in the 18-19 final standings.
- *Our programs are working on a series of fundraisers during the Spring Semester to enhance the PAC accounts. This includes such items as the softball team's Basket Bingo, the acrobatics' & tumbling's Gun Raffle, women basketball's Pioneer Derby, and several other events from other programs. Sports such as softball and track also host youth events that serve as fundraisers, and also showcases our facilities.
- *We have conducted phone interviews and campus interviews with women's golf and cheer candidates. It is our intent to have both positions filled by the end of the week.
- *We are hoping to be in a position to file a bid to host the 2019 Track & Field Championships in May.

Challenges

- *Our new coaching hires will be working on a short time frame to recruit our goal numbers in those areas. We are confident these objectives can be accomplished with a solid February and March effort.
- *To potentially host the MEC Track Championships, we would need a new throwing cage for the hammer and discus events.
- *There needs to be a great amount of coordination and compromise to create the practice schedules for the Spring Sports programs.
- *Some of our programs that have been down for several years (or decades), are working to create a culture of change.

Submitted by: *John B. Beckvold, Vice President of Business and Finance*

Highlight/Challenges**Highlights**

1. Operational deficit of \$2.1M presented at November Board meeting. Updated to a projected loss of about \$1.9M. Significant cash flow issue discussed with Executive Committee. Several options discussed.
2. Contract renewal discussions for improved DMAPS contract.
3. Search for permanent successor to my interim role has begun.

Challenges (unchanged from November report)

1. Funding capital projects with funds beyond Bond Refinancing proceeds. (More fundraising money needed.)
2. Executing timely monthly and quarterly financial reporting to all levels of leadership on campus.
3. Balancing the sometimes conflicting goals of high enrollment versus sound fiscal management of student account balances. (How hard do we push a student to leave if they can't pay?)
4. Continue to upgrade quality of Faculty/Staff housing units while achieving near 100% occupancy.
5. Navigation of the complexity of the WV state accounting system in order to provide meaningful, timely financial reporting for management and the Board.
- 6.

Challenges (new)

1. Provide an orderly transition to new CFO sometime this spring.
2. Develop a comprehensive plan for sustain operations, combining revenue improvements with cost reduction to improve performance by at least \$2.5M and improve cash flow.

Submitted by: *David Hutchison, Interim Vice President for Advancement & Executive Director Foundation*

College Advancement

Staff Update:

- Hired Ashley Knight – Director of Fundraising to start November 26th, 2018.

Building Donor & Business and Industry Portfolios:

- Wealth point Research with a more targeted approach with Alumni & Friends
- Track all conversations, meetings, stewardship and asks.

GSC Website - Foundation Give Page & Alumni & Friends Page:

- More user friendly
- A resource

End of the Year Campaigns:

- LYBNT (Last year but not this)
 - There were 395 donors that gave last year and had not this year. The Advancement Office initiated a campaign in December to reach out to these individuals. As a result, 33 of these individuals provided a year-end gift totaling \$3910 thus far. The goal will be to contact these individuals earlier in the coming year with reminder cards the month following their annual gift.
- IRA Rollover Postcard
 - Mailed out a post card to everyone in our data base from ages 68 – 75. Individual Retirement Account (IRA) owners age 70 ½ and older can directly transfer up to \$100,000 per year, free of tax, to eligible charities, including Glenville State College. This option can be used for distributions from IRAs without the owners itemizing their deductions.
- End of the Year Email and Weekly Update reminder
 - We sent out an end of the year courtesy email reminder with only 2 days remaining to make their year-end gift to the Glenville State College Foundation. In this season of giving and receiving, we continue to try and make our college more affordable please remember to add the GSC students to your list. Nearly \$2000 was generated from this email.
- End of the Year Scholarship Report
 - We sent out a scholarship update to every endowed scholarship representative. We also included a request this year for donors to make a contribution to their existing funds. We saw an increase of more than \$50,000 compared to the previous year in December.

IOGA Basketball Classic

- 10 \$1000 Scholarships for future Pioneers
- 20 Basketball Teams played twice at the Waco Center
- Full Team Effort

2019 Spring GSC Advancement Events & Activities

* *Subject to change of the additions of opportunities*

February 13th & 15th Murder Mystery Dinner with GSC Theatre Department

- Raise money for our Theatre Department
- Raise money for Academic Scholarships

February 16th Celebrate Black History Month

- Honor the first Black female students that Pioneered the way to GSC
- Need to start a scholarship to the targeted audience

February 19th Founders Day at Glenville State College is our Day of Giving

- A six week marketing campaign: social media, T.V., Radio, Phone calls
- February 4th will start the Crowdfunding on-line portion for each Micro Campaign
- A targeted fundraiser for the funds of your choice
- Must get matching partners to make big
- State Wide Blue Out for our Teacher Alumni

March 2nd Winter Homecoming

- Alumni Basketball Game, Party Deck
- Current Students – tailgate and student section
- Future Students – visit campus

April 4th – 5th Percussion Ensemble

- Donor Reception

April 27th Alumni Day

- Alumni Banquet
- Various other activities

May 18th Graduation

- Special Guests
- 50 year graduates

June WV Folk Festival – June 20th – 23rd

- Lots of events in planning stages

Other Initiatives being considered:

April / May Scholarship Campaign

- Donor / Scholarship Recipient Luncheon or reception
- Lots of pictures and lots of video's

Presidential Circle Dinner / Presidential Gala

- Annual Fund
- Scholarships

Donor Level	Fiscal Year Through 11/15/2018		Fiscal Year Through 1/26/2019	
	# Deposits	Total \$	# Deposits	Total \$
< \$100	168	\$6,205.12	289	\$10,150.32
\$100 – 499	276	\$35,911.10	400	\$50,024.53
\$500 – 999	62	\$20,489.91	107	\$29,263.53
\$1,000 – 2,499	46	\$43,244.12	72	\$62,324.45
\$2,500 – 4,999	33	\$38,441.53	30	\$43,583.09
\$5,000 – 9999	47	\$39,072.01	12	\$39,821.03
\$10,000 – 24,999	90	\$68,894.05	100	\$169,060.79
\$25,000 – 99,999	39	\$166,076.87	178	\$276,436.10
100,000 – 999,999	1	\$200,000.00	19	\$1,157,734.06
1,000,000 +				
Totals	762	\$618,334.71	1207	\$1,838,397.90

The tables above recap the activities for the period 11/15/2018 through 1/26/19 and the FY to the most recent report:

The following table denotes deposits for each of the categories listed below for the current fiscal year.

2018 -2019	# Deposits	Total \$
Repeat	147	\$95,021.65
Increased	167	\$1,405,092.78
New	232	\$95,176.31
Recovered	122	\$218,986.00
Decreased	65	\$24,121.16
	733	\$1,838,397.90

Submitted by: *Dustin Crutchfield, Staff Council Representative to the Board*

Highlights/Challenges

- Highlights:

As part of the reorganization of Staff Council a survey was shared with members of staff asking for any current items they believed the Council should be addressing and how they feel we could best address them. The responses were varied but several commonalities did emerge. Council has categorized the responses and is working with the president and cabinet to see how we can address as many of them as possible.

Staff Council is working to properly honor and memorialize Senior Campus Police Officer Gary Smarr who passed away suddenly before the holiday break.

Council members have formed an ad hoc handbook committee to review proposed updates to the Staff Handbook.

- Challenges:

Several staff members have expressed concern over possible furloughs and staff layoffs. *Awaiting budget/scenario planning town hall meeting where these items will be discussed further.*

- Attachments/Enclosures:

Staff Survey Results Summary

Staff Survey Results Summary

Question posed to staff: “With the reorganization of Staff Council we are asking for any current items you believe we should be addressing and how you feel we may best address them?”

Topic	Comment Summary
Administration	President (2) Recognition of office hours for various departments/offices (2) More campus-wide meetings to keep everyone updated (2) Boosting morale of all employees/encouragement (2) Better utilization of offices/spaces on campus Cost of reserved parking spaces Make GSC student-focused Pay rates Checks and balances New employee welcome packet (2) <i>[this has already been implemented]</i> Updated Staff Handbook (4) <i>[in progress]</i>
Board of Governors	Board members serving in expired terms Work with ACCE on the state level
Budget	Concern over possible layoffs (2) Differences in reported budget figures; surplus/deficit Department involvement in budgeting process Monthly spending reports
Communication	Transparency (2) Solicitation of opinions from BOG staff representative More communication from Staff Council to staff in general Collaboration between staff and faculty
Faculty	Faculty vote of no confidence
Staff Council	Staff Council needs to represent all staff fairly Information should be distributed to all staff Staff Council should meet with SGA to address student needs Encourage staff to communicate their issues More updates from BOG representative Fundraising for student scholarships
Staff (General)	Overworked employees Turnover rates List of committees and their members is needed Opportunity for all staff to meet in a casual setting More time off at holidays
Professional Development	More opportunities to attend trainings (5) Better explanation of the need for training and the process
Students	Mental health services for students Students not paying their bills
General/Miscellaneous	Healthier options in vending machines Expand recycling efforts on campus Campus tree lighting ceremony

Submitted by: *Jason M. Phares Information Systems Manager*

Highlights

1. The installation of the new Cisco Meraki firewall/internet shaper and Meraki fiber switches is now complete. With this installation we also resolved a bottleneck in the system and the administrative network is all connected at 1Gbs with 200Mbs of internet. This unit allows for better security and visibility of the network.
2. Riverside Residence is complete with wireless, wired internet, Shentel cable, and RA room phones connected to our systems ready for students and the start of a new semester.
3. Installation of IT equipment and networking in the Academic Success Center is complete and ready for staff and students for the Spring semester.
4. Currently, twenty-seven students are enrolled in our online degree programs for the Spring semester. Eleven are full-time and Sixteen are part-time.
5. Comodo antivirus has been installed on all computers on campus. The free Educational Edition Avast that switched to a pay version had to be removed first from all computers on Campus. The Comodo antivirus cost less and has more options, like remote control of the end users' computer to resolve issues without physically being at their computer.
6. Our Database Administrator has been able to step in and complete all required reports HEPC along with his regular processes including 1098-T IRS forms.

Challenges

1. The College's Institutional Reporter retired. This has transferred those duties of required reports onto our Database Administrator. Furthermore, our Web Developer that left in August was also a Database Administrator. Effectively we have gone from three individuals that could assist in these reports to one. This has created a lag in building connections to Banner for other projects, namely, the EAB application process. A search for an Institutional Reporter is in progress.

**Glenville State College Board of Governors
Meeting of February 6, 2019**

ACTION ITEM: Approve “Merit Based” & “Home Grown - Teacher Education” Scholarship/Tuition Discounts

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the Merit Based & Home Grown-Teacher Education tuition scholarship/ discount for FY2019.

STAFF MEMBER: Dr. Tracy Pellett
Mr. John Beckvold

BACKGROUND:

Glenville State College has traditionally not been competitive with other West Virginia 4-year public colleges and universities as it relates to merit-based scholarships. This has had a negative impact in attracting some high academic students. In addition, the teacher shortage in West Virginia has reached the “crisis” stage, particularly in acute areas of need like special education, math, and science. These are also currently very low enrolled programs at GSC. In an effort to increase enrollment and improve the overall academic profile of the FY2020 entering class, it is proposed that a tuition scholarship/discount be provided to students that meet specific merit based and program criteria.

Academic Merit-Based/EFC Scholarship Proposal

OVERVIEW

Glenville State College needs to add an Academic Merit-based Scholarship strategy to the financial aid model to attract more academically focused students and remain competitive in the recruitment of new markets and/or markets where we have traditionally underachieved.

For years, Glenville State College has struggled to be competitive with other West Virginia 4-year public colleges and universities as it relates to merit-based scholarships. Traditionally at GSC, the only academic scholarships offered have been awarded by the GSC Foundation as funds are available. Although GSC Foundation scholarships do play a critical role in college's financial aid funding model, total funds are limited to the restrictions of the scholarship criteria and are often times used for returning students unless from Gilmer, Braxton and now Kanawha Counties. Foundation scholarship criteria typically have a GPA or test score component, a location (county) component, and an intended major component. Unfortunately, only 23 students of 381 new students that enrolled in Fall 2018 were initially awarded Foundation scholarships. In addition, the initial cut line for foundation scholarships was a 26 ACT with an average awarded ACT of 29 unless from one of the three counties previously mentioned. Countless students with a high school GPA greater or equal to 3.0 and an ACT between 20 and 25 did not receive any type of scholarship offer from GSC while other 4-year public institutions awards ranged from \$500 to \$3,000.

After conducting research on the merit-based awarding practices of other WV 4-year public higher education institutions and our own financial offerings, we propose the following merit-based scholarship strategy. This strategy will make us competitive with the average WV 4-year public regional colleges/universities, namely Shepherd University and Concord University. These institutions are main competitors and are similar in cost, size, and structure. Fairmont State University is a main competitor as well but their scholarship model is not structured in a way that we can get good comparison data.

SCHOLARSHIP LEVELS

Scholarship amounts will range from \$1,000 to \$4,000. The \$1,000 scholarship will be slightly higher than Shepherd and Concord at the low end (20 to 25 ACT range) but will be much lower than both schools at the high end (30 to 36 ACT). With this model, we will target more students within the 20 to 29 ACT / 1030 to 1330 SAT range where we have traditionally underachieved. Scholarship levels will be provided names for marketing purposes at a later date. The minimum high school GPA (3.0) and ACT (20) or SAT (1030) were selected as minimum criteria as they were the state-wide averages for awarding at public 4-year institutions.

AWARD CRITERIA

Students must meet the following criteria:

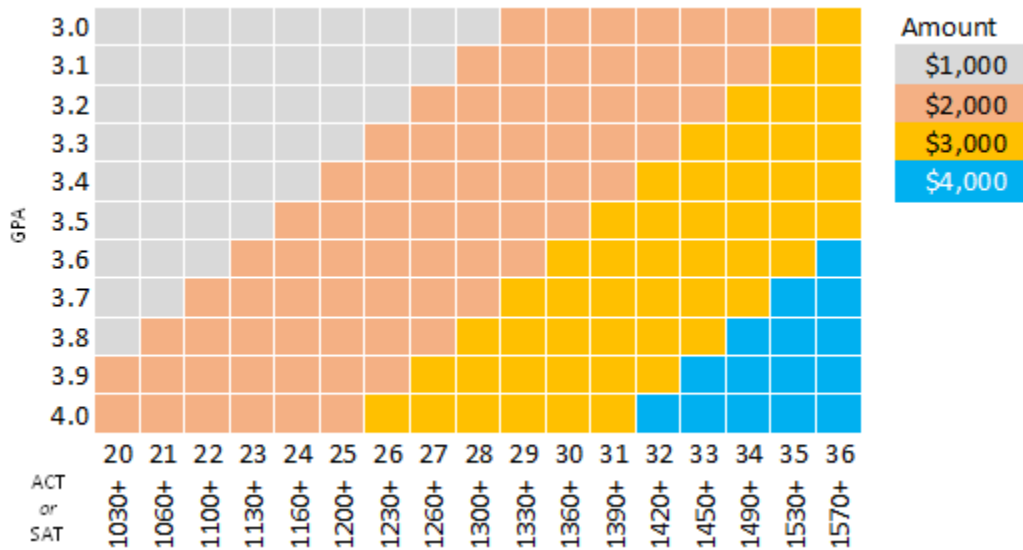
First-time College Freshmen

(Dual Enrollment students regardless of hours are first-time freshman)

- 3.0+ Official High School GPA
- Minimum ACT 20+ OR SAT 1030+
- Must be U.S. Citizen
- Institution awards cannot exceed full tuition & fees

SCHOLARSHIP MODEL

First-time College Freshman



PROJECTED COST

We do acknowledge that projecting the cost of the merit-base scholarship strategy is difficult as we cannot be completely sure how many new “academically focused” students may be attracted to the college due to the strategy itself. However, we can use data from Fall 2018 Enrolled students as a base. This approach at least projects the statistical makeup of the Fall 2019 class for first-time freshman. For the purpose of this projection we have also increased the average high school GPA by .99 (Example: 3.00 -> 3.99)

*Fall 2018 First-time Freshmen Enrolled (296 First-time Freshman of 381 Total Class = 77.69% of the class)

~Fall 2019 First-time Freshmen Projected (450 Total Projected Class * 77.69% = 350)

Scholarship Level	Fall 2018	Total \$	Adjusted 1/10th Fall 2018	Adjusted 1/10th Total \$	Adjusted 1/10th Awarded %	Projected Fall 2019	Projected Total \$
\$1,000	38	\$38,000	39	\$39,000	13.18%	46	\$46,000
\$2,000	41	\$82,000	48	\$96,000	16.22%	57	\$114,000
\$3,000	9	\$27,000	9	\$27,000	3.04%	11	\$33,000
\$4,000	0	\$0	0	\$0	0%	1	\$4,000
\$0	208	\$0	208	\$0	0%	235	\$0
	296*	\$147,000	296*	\$162,000		350~	\$197,000

To summarize the projected cost using the proposed Scholarship Model above:

- Based on enrollment data for Fall 2018 we would have awarded 296 first-time freshmen \$147,000 in merit-based scholarship
- Based on enrollment data for Fall 2018 + an adjusted high school GPA by 1/10th we would have awarded 296 students \$162,000
- Based on a projected first-time freshman class of 350 students + an adjusted high school GPA by 1/10th we would have awarded 350 students \$197,000

EXPECTED FAMILY CONTRIBUTION (EFC) OPTIONAL AWARD

Additional aid will be available for students with extreme need. This aid is optional, limited to \$50,000 and is awarded at the discretion of the vice president of enrollment management and the college president.

The following will be used as an award guideline.

EFC	Optional Award
0-1000	\$1,250
1001-2000	\$1,000
2001-3000	\$750
3001-4000	\$500
4001-5500	\$250

SUMMARY

The merit-based scholarship model proposed will not only allow admission counselors to recruit students — it will allow them to compete for students. In addition, the model has many attractive benefits:

- It allows Glenville State to compete in nearly any regional 4-year public school market, both in-state and out-of-state
- It targets a higher quality student — this should improve retention rates
- It encourages prospective high school students to maintain a higher GPA
- It provides additional aid for high need (low EFC) students that may struggle to pay for college

Glennville State College
“Home Grown” Teacher Shortage Solution Scholarship

Background: The teacher shortage in West Virginia has reached the “crisis” stage. There are now almost 1,000 teacher vacancies across the state. Many West Virginia students will not receive the quality education they deserve by a highly qualified teacher. The number of teacher vacancies is rising dramatically, from more than 400 three years ago to 700 in 2017. Many vacancies are filled using short and long-term substitutes, educators with permits but no degree in education, and retired teachers. This simply is not sustainable nor a recipe for quality educational results. Vacancies are particularly acute in special education, math, and science. These are also low enrolled programs at GSC.

From 2012-2018 the following reflects the number of graduates in the following degree programs:

BAED Biological Science – 2 graduates
BAED General Science – 6 graduates
BAED Math – 8 graduates
BAED Special Education – 13 graduates

Glennville State will take a focused and intentional lead in encouraging enrollment (goal is 20 new students per year) in teacher education programs, particularly in identified shortage areas through this comprehensive scholarship and support program. This program will only include those public school (K-12) districts (10-20 primarily in central West Virginia) that have agreed to partner. This partnering will include focused and joint teacher candidate identification, financial and scholarship support for candidate attendance to college, and practical experiences and mentoring during teacher preparation and into the start of full-time teaching. **Current partner districts include:** Gilmer, Braxton, Calhoun, Doddridge, Kanawha, Lewis, Nicholas, Pocahontas, Roane, Webster, Wood, Wirt, and Upshur.

The Scholarship award will be:

BAED Biological Science – \$3,000.00
BAED General Science – \$3,000.00
BAED Math – \$3,000.00
BAED Elementary & Special Education – \$1,000.00

*Scholarship requirements include:

- New first year student from an identified partner school district
- GPA - 3.0 (entering and continuance)
- Successful progression (3.0 GPA) in teacher education course work and program
- Passing Praxis basic skills and content-area exams, participating in all Praxis preparation programs offered at GSC
- Active attendance
- Continued recommendation each semester by Education Department Chair
- Community service including Education organizations and ‘home’ community

*Note that all GSC institutional scholarship/tuition discount award(s) cannot exceed full tuition and fees

** Institutional scholarship awards require on-campus residence

Funding is additionally being sought from state legislature and could increase availability of scholarship, faculty, staff resources and number of school districts included.

Cost and expense –

Tuition/Fees & Room/Board = \$17,250.00 * 20 = \$345,000.00
Home Grown Scholarship/Tuition Discount = \$60,000

**Glenville State College Board of Governors
Meeting of February 6, 2019**

ACTION ITEM: Decrease in Tuition for FY2020

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves to decrease tuition for FY2020 by \$1 dependent on state allocations remaining stable.

STAFF MEMBER: Dr. Tracy Pellett
Mr. John Beckvold

BACKGROUND:

In an effort to increase enrollment and decrease the total cost of attendance, it is proposed that tuition be decreased by \$1 for FY2020 pending no additional state cuts in appropriations. By decreasing tuition, Glenville State should be more marketable and competitive with other State institutions. An anticipated decrease in revenue of \$1 per student or total decrease of approximately \$1,045 will be realized as based on a \$1 tuition decrease with a total 1,045 on-campus students. Decreasing tuition for the third year in a row should assist in retention as related to financial need for students and fiscal competitiveness in terms of improved admissions.