



GLENVILLE
STATE UNIVERSITY

AGENDA

Glenville State University
Board of Governors

May 1, 2024
9:00 a.m.

Waco Center
Room A227/228

**Glenville State University
Board of Governors
Meetings Schedule
2023-24**

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 9:00 am in person unless noted otherwise in the schedule.

Committees of the Board

All committees will meet beginning at 9:00 am via Zoom on the dates listed in the schedule unless noted otherwise. Committees will meet in the following order:

1. *Board Governance and HR Committee*
2. *Enrollment and Student Life Committee*
3. *Academic Affairs Committee*
4. *Business and Finance Committee*
5. *Athletics Committee*
6. *Executive Committee*

Join Zoom Meeting (Committee and Board of Governors meetings)

<https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09>

Meeting ID: 389 675 8045

Passcode: GSU

or

Dial by your location: +1-929-205-6099 US (New York)

Meeting ID: 389 675 8045

Passcode: 551330

Schedule

Wednesday, August 2, 2023	All Committees of the Board
Wednesday, August 16, 2023	Board of Governors
Thursday, September 21, 2023	Special Board of Governors
Via ZOOM @ 11:00 am at https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09 Meeting ID: 389 675 8045 Passcode: GSU or Dial by your location • +1 929 205 6099 US (New York) Meeting ID: 389 675 8045 Passcode: 551330	
Wednesday, October 4, 2023	All Committees of the Board
Wednesday, October 18, 2023	Board of Governors
Wednesday, November 15, 2023	All Committees of the Board
Friday, December 8, 2023	Board of Governors
Wednesday, February 7, 2024	All Committees of the Board
Wednesday, February 21, 2024	Board of Governors
Tuesday, March 12, 2024	Special Board of Governors
Via ZOOM @ 10:00 am at https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09 Meeting ID: 389 675 8045 Passcode: GSU or Dial by your location • +1 929 205 6099 US (New York) Meeting ID: 389 675 8045 Passcode: 551330	
Wednesday, April 17, 2024	All Committees of the Board
Wednesday, May 1, 2024	Board of Governors
Wednesday, May 29, 2024	All Committees of the Board
Tuesday, June 18, 2024	Board of Governors

Approved by the GSU Board of Governors June 14, 2023.
Updated September 11, 2023; October 25, 2023; December 8, 2023; January 10, 2024; March 6, 2024.



BOARD OF GOVERNORS
May 1, 2024
Waco Center, Rooms 227/228
9:00 AM

AGENDA

1. Call to Order
2. Establishment of a quorum
3. Public Comment Period
4. Constituent Comments
 - A. Alumni Council - *Dustin Crutchfield, Director of Alumni Relations*
 - B. Faculty Senate – *Maureen Gildein, President*
 - C. Staff Council - *Eric Marks, Chair*
 - D. Student Government Association – *Jahzeiah Wade, President*
5. **Consent Agenda (Action Item)**
 - A. Minutes of the February 21st and March 12, 2024 Meetings
 - B. Cash Flow Projection Statement
 - C. Accounts Receivable Report
6. Committee Reports
 - A. Executive Committee - *Ann Green, Chair*
 - B. Board Governance and Human Resources Committee – *Alex Lay, Chair*
 - C. Enrollment and Student Life Committee – *Skip Hackworth, Chair*
 - D. Academic Affairs Committee – *Kathy Butler, Chair*
 - E. Business and Finance Committee – *Doug Morris, Chair*
 - F. Athletics Committee – *Bob Marshall, Chair*
7. President’s Report
8. Discussion/Actionable Items
 - A. **Program Reviews (Action Item)**
 - Bachelor of Science in Natural Resource Management
 - Interdisciplinary Studies – BA/BS
 - B. **Final Draft Policies (Action Item)**
 - GSU Administrative Policy 12 – Deadly Weapons and West Virginia Campus Self-Defense Act Policy
 - GSU Academic Policy 28A – Standards and Procedures for Graduate Admissions
 - GSU Policy 49 – Shared Governance
 - C. President’s Evaluation (Action Item)
9. Announcements
 - A. Staff Council and Faculty Senate will meet with the Board directly following today’s meeting in accordance with WV Codes §18B-6-3(g) and §18B-6-6(g)
 - B. BOG’s Tour of Health Sciences Reno Build-Out directly following Staff Council and Faculty Senate meeting with the Board today

- C. Clark Hall Ribbon Cutting Ceremony - 1:30 pm today at Main Entrance of Clark Hall
- D. Student Organization Dinner - 6:00 pm today @ MCCC, Ballroom
- E. Academic Honor Graduates' Reception – May 2, 2024 @ 4:00 pm in MCCC, Ballroom
- F. 50 Year Grad Reception & Dinner – May 3, 2024 @5:00 pm in MCCC, Ballroom
- G. GSU Graduate Hooding Ceremony – May 3, 2024 @6:30 pm in FAC, Auditorium
- H. Commencement – Saturday, May 4, 2024 @ 10:00 am in Waco Center
- I. Committee meetings will be held via Zoom on May 29, 2024
- J. Next BOG's meeting will be June 18, 2024

10. Adjournment

Submitted by: *Dustin Crutchfield, Director of Alumni Relations*

Report for Board of Governors

- Upcoming Events
 - Exit Day for Student Teacher Interns (04/26)
 - Alumni Awards Banquet (04/27)
 - Baseball Alumni Event (04/27)
 - 50 Year Grads (05/03-05/04)
 - GSU Night at GoMart Park (06/08)

- “Countdown to Commencement” for Graduating Seniors Held
 - Leading up to the end of the semester, we invited graduating seniors to visit with Alumni Relations, pick up their first alumni shirt, record a thank you video, view information about local job openings, and browse job searching tips. Outreach for the event helped to boost our Senior Survey participation rate.

- Alumni Oral History Project
 - This project is underway and will continue through October.

- Alumni Center
 - Replacement windows for the house have been ordered. Production takes several months with installation to follow sometime this summer.

Faculty Senate End of Year Report May 1, 2024

Academic year accomplishments (2023-2024:

- Campus Carry Bill-ongoing discussions with ACF
- Overload Pay
- President Evaluation
- Faculty Senator Elections: Standing Committees, BOG & ACF representatives
- Budget presentation with CFO Tim Henline
- Dr. Manchin Quarterly Meeting with Faculty Senate
- Dr. Corley Dennison, Vice Chancellor, WVHEPC-presentation-roles & responsibilities of faculty senate
- Faculty Handbook Revisions
- 2027-2028 Academic calendar
- Input-role & responsibilities of department chairs
- Input-Inclement weather procedures
- Social Media guidelines
- AI guidelines
- Faculty Salary Study commissioned

Faculty Committee Updates:

Academic Policy Committee:

- New Legal Name, Gender Markers, Preferred Pronouns, Prefixes and Preferred First Name Policy
- New Policy 28A (Graduate Admissions)
- Updates to Academic Policy Committee Bylaws
- Updates to Statement of Catalog Policy
- Updates to Academic Dishonesty Policy
- Updates to Practicum/Work Experiences/Internships Policy
- Updates to Attendance Policy
- Updates to Academic Dishonesty Policy
- Updates to Academic Policy Committee Bylaws
- Updates to Non-Degree Seeking Students Policy
- Updates to Registration/Multi-Semester Registration Policy
- Updates to Attendance Policy
- Updates to Administrative Withdrawal Policy
- Updates to Policy 28 (Undergraduate Admissions)

Faculty Development Committee:

- Biggest accomplishment was conducting the faculty development usage study and having the BOG approve \$1,000 per faculty member per year for faculty development.

- Faculty development usage, providing a venue for faculty to present research and share expertise. We are also working with the online committee to develop a faculty 101 training program.

Library Committee:

- Library survey to faculty and students
- Developing a GSU History Day

Academic Appeals Committee:

- Reviewed three student appeals
- Added graduate faculty representative

Academic Assessment Committee:

- Reviewed twenty-seven academic reports (some programs have both associate and baccalaureate degrees) and gave feedback in real time to the representative of the program.
- Each academic report included the program’s mission and vision statements, budgetary needs, learning outcomes, academic assessment plans, assessment results, actions taken from the previous review cycle, and current action items based on the most recent assessment results.

Curriculum Committee:

Business

- Approved Marketing major changes
- Approved GIS for Business Certificate
- Approved MBA/Graduate special topics courses
- Approved Non-Profit Certificate
- Approved to discontinue MGMT 383
- Approved changes to the A.S.
- Approved to suspend the CSCI major

Bylaws

- Approved changes to the Curriculum Committee bylaws

Criminal Justice

- Approved changes to the B.S. CJ plan of study and course offerings
- Approved prerequisite cleanup
- Approved MSCJ removal of CRJU 680

Education

- Approved autism endorsement

- Approved every BAED major ha reorder classes in the Residency semesters
-

Fine Arts

- Approved changes in course outline and plan of study
- Approved to reinstate Fine Arts 100

GSU 100

- Approved an updated course description to reflect that incarcerated students will need to take GSU 100 once they are released

Health Sciences

- Approved the discontinuation of Health Promotion and replaced with Wellness Management
- Approved new courses
- Approved changes to the Health and P.E. major
- Approved the addition of HLTH 102 an HLTH 332 to the Health Education core

Practicum definition and work hours

- Approved a definition and credit hours for Practicum's

Land Resources

- Approved B.S. in Land Surveying and related courses
- Approved changes to the NRMT CJ plan of study
- Approved changes to WLMT plan of study

Language and Literature

RBA

- Approved updates to CJ area of emphasis

Science and Mathematics

- Approved changes to Biology courses and plan of study
- Approved course outline changes for Math
- Approved the removal of CSCI 230 from the Math core and remove the Computer Science pathway option from the major

Social Science

- Approved the name change of the Behavioral Science major to Psychology

Sub committees were formed to explore the following

- Practicum definition and credit hours
- GSU 100 for 2nd Chance Pell
- A.S. Gen Ed Requirements

Academic Assessment Committee Bylaws Review/Approval

Curriculum Committee Bylaws

Faculty Development Committee Report

Administrative Policies

- Gender Identity, Preferred names and pronouns
- Reduced tuition for in state/at least 65 years of age
- University Credit for Prior learning
- Transfer Credits and Grades

Faculty Marshall Election

Proposed Sr. Lecturer/Lecturer Language and Personnel Policy 24

Submitted by: *Eric Marks – Chair of Staff Council*

Report for Board of Governors

- Election of all representatives and officers – we are working on getting more staff willing to be involved and willing to participate. There is a large lack of interest in staff participation in this committee.
- Find a way to better engage the staff – the members of Staff Council are brainstorming ideas and incentives to encourage staff participation.
- Staff Council is reviewing their constitution to very correct verbiage and language and for accuracy.
- Staff Council is currently reviewing and reworking the Staff Professional Development Application to encourage more staff to use all the resources available to them.
- Staff Council is currently preparing for and finalizing the Staff of the Year and Rising Star Awards.
- We are wanting to conduct a Staff Satisfaction Survey to gage the overall satisfaction among staff and their positions/duties. We will present the findings of this survey if/when it is completed. – a lot of dissatisfaction apparent with pay/duties, we are hoping this may help provide possible avenues of correction to help aid with morale.
- Attachments/Enclosures:
No Attachments

Submitted by: *Jahzeiah Wade, President, SGA*

Report for Board of Governors

- Elections for the 2024-2025 Student Government were held, and the positions have been established.

- Planning for Homecoming has already begun themes mentioned were.
 - Vegas Theme.
 - Throw Back theme.
 - Cowboy theme.
 - “Out of this world experience.”- (Space Theme).

- A resolution to hold a poll on campus to inform and allow the students at Glenville State University to express their thoughts on House Bill 4654 and the concerns around its potential breach of the first amendment rights. This poll will be unveiled within the first two months of the next academic year.

**Glennville State University Board of Governors
Meeting of May 1, 2024**

ACTION ITEM: Consent Agenda

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the Consent Agenda as proposed.

STAFF MEMBER: Dr. Mark Manchin, President

BACKGROUND:

The Consent Agenda is a board meeting practice that groups routine business and reports into one agenda item. The consent agenda can be approved in one action, rather than filing motions on each item separately. The items on the consent agenda are non-controversial items or routine items that are discussed at every meeting. They can also be items that have been previously discussed at length where there is group consensus.

The following items are included in the Board packet and listed on the proposed consent agenda.

1. Minutes of the February 21st and March 12, 2024 Meetings
2. Cashflow Projection Statement
3. Accounts Receivable Report

**Glenville State University
Board of Governors Meeting
February 21, 2024
Waco Center, Rooms 227/228**

Members Present: Ms. Alexandria Lay, Vice Chair
Dr. Kathy Butler
Mr. Tilden “Skip” Hackworth
Mr. Robert Marshall
Mr. Doug Morris, via Zoom
Mr. Joe Parsons
Mr. Rick Simon
Mr. Duane Chapman, Faculty Representative
Ms. Leslie Mason, Staff Representative
Mr. Jahzeiah Wade, Student Representative

Members Absent: Ms. Ann Green, Chair
Mr. Daniel Durbin

Faculty & Staff Present: Ms. Rikki Butler, Associate Vice President for Enrollment Management
Ms. Bridget Carr, Director of International Student Services
Dr. Mari Clements, Provost and Vice President for Academic Affairs
Mr. Dustin Crutchfield, Director of Alumni Relations
Dr. Kevin Evans, Dean of Health Sciences
Mr. Conner Ferguson, Director of Student Life
Ms. Maureen Gildein, Lecturer of Physical Education and Faculty Senate President
Mr. Logan Harrison, Coordinator of Outdoor Adventure and eSports
Ms. Rita Helmick, Vice President for Administration and General Counsel
Mr. Tim Henline, CFO
Mr. David Hutchison, Vice President for Advancement
Ms. Tegan McEntire, Human Resources Director, via Zoom
Dr. Mark Manchin, President
Mr. Eric Marks, Asst. Director of Information Technology & Staff Council Chair
Mr. Drew Metheney, Controller, via Zoom
Dr. Kandas Queen, Associate Professor of Business and ACF Representative
Mr. Tom Ratliff, Executive Director of Operations
Dr. Mark Sarver, Associate Professor of Business
Mr. Jesse Skiles, Director of Athletics
Mr. Trae Sprague, Dean of Student Success and Retention
Ms. Teresa Sterns, Executive Assistant to the President
Ms. Emily Turner, Academic Success Counselor
Mr. Jason Yeager, Vice President for Enrollment & Student Life

Others Present: Mr. Brian Crowley, CliftonLarsonAllen LLP, via Zoom
Mr. David Jacobson, CliftonLarsonAllen LLP, via Zoom

Call to Order

Vice Chair Alex Lay called the meeting to order at 9:04 am.

Swearing in of new/re-appointed Board members

Alex Lay administered the Oath of Office to Rick Simon, newly appointed lay member.

A quorum was established.

Public Comment – N/A

Special Presentations

Audit Presentation

David Jacobson from CliftonLarsonAllen LLP presented a PowerPoint and discussed the audit. The auditors focus on areas that include internal control structure, cash and cash equivalents, salary/benefits, tuition, and other expense areas. He noted that the GSU Foundation was audited by another firm; however, it is included with the University's audit.

Brian Crowley, CliftonLarsonAllen LLP, reported that GSU received the highest level of opinion. The financial statements were presented fairly, in all material respects, and in accordance with accounting principles generally accepted in the United States of America (GAAS). There was a material weakness finding in internal control over financial reporting. The University does not record all transactions in one general ledger system. Management agrees with the finding and will evaluate their process.

Tim Henline announced that the one finding is a repeat from the year before due to not having a general ledger system. Tim announced that GSU now has a new general ledger software program in place; however, the state prefers for every institution to use OASIS. He noted that the state does not have resources to get the OASIS program up to standard to be able to use it. Currently, there are only two institutions in the state using OASIS.

eSports Update

Logan Harrison provided an update on eSports and reported the following:

- Three teams are first in the division with some ties; one team tied for fourth in the division; and Fortnite tournaments begin next weekend.
- Players must have 2.5 GPA or higher to compete. The varsity eSports for spring 2023 had a cumulative GPA of 3.15.
- There are currently 43 eSports players. GSU eSports has one of the largest rosters in the nation and it is the largest sport on campus.
- Partnering with Agent Ink who is designing eSports apparel.
- The average eSports scholarship is \$500-\$1500.
- eSports retention is 70% over four years; however, the program will lose about 30% prior to graduation.

Advisory Council of Faculty (ACF) Update

Kandas Queen provided an overview about the establishment and membership of the Advisory Council of Faculty (ACF). She announced that the GSU ACF representative is also a member of Faculty Senate. Kandas referenced the legislative status charts in the Board packet and noted the charts relate to higher education. ACF maintains updating the charts, send charts to the ACF representatives, and the representatives share with their institutions. The 32nd annual West Virginia Great Teachers Seminar (WVGTS) will be sponsored by the WVHEPC

and CTCS and supported by the Faculty Advisory Council. It will focus on innovations and challenges of instruction at the college and university level and is scheduled for June 2024 at North Bend State Park. Faculty members from every higher education institution in WV are encouraged to apply.

Student Life Update

Conner Ferguson presented a PowerPoint and highlighted updates in Student Life. He shared the Student Life mission statement and shared what has been achieved in a year and what the hopes are to achieve in the next year. He reported GSU's current housing rates and options, such as single, double, and quad suites and compared all to GSU's competitors. He further reported:

- Over 300 students moved off-campus for 2023-24 academic year.
- 181 students over 21 live on campus and 100 of those students are athletes.
- Upgrades were currently made to residence halls to include implementation of community kitchens and game rooms, painting and adding artwork, and adding apartment style and traditional style living in Pickens Hall.
- Working with Aramark to bring in convenience stores to residence halls since dining services close at 10:00 pm. Also working to offer a late night on-campus food option 10:00 pm – Midnight.
- Six is the average number of meal plans that other institutions offer students and GSU offers two for on-campus students.
- Plan to implement resource and education centers for diverse culture groups to include African American Students, LBGTO, and International Students.
- A new graduate assistant has been hired to run the High Adventure program. The program is set to have a minimum of eight trips per semester.
- Would like to add back some outdoor recreation and fitness facilities.
- Hope to have another healthcare resource center on campus soon.
- Planning to hold orientation days throughout the summer as a convenience to students.
- A "Week of Welcome" will be held prior to the beginning of the semester to allow for easier transition to GSU.
- Developing a leadership series for students and establishing evidence of learning for assessments, growth and HLC accreditation.
- Working on a better transition from Admissions to Student Life.

Constituent Comments

Alumni Council – Dustin Crutchfield, Director of Alumni Relations, provided an update that included a number of past events and upcoming events. He announced:

- The GSU Alumni Chapter of the National Society of Leadership and Success (NSLS) has had a student chapter since 2022 with nearly 100 members.
- Alumni is working on a history project that will include sharing memories and stories about Glenville State and will be compiled into a print and digital book.
- Alumni Council met on February 10th and selected alumni award recipients. The Alumni Banquet will be held on April 27th.
- The Alumni Center front porch repair and third floor water damage repair has been completed. The windows replacement is currently on hold.

Faculty Senate – Maureen Gildein, President, announced faculty senators and presented a PowerPoint that included the following:

- The Senate approved policies for multi-semester registration, non-degree seeking student, and senior lecturer.

- Senate’s future initiatives are the campus carry implementation, inclement weather policy, and faculty salary study.
- Dwight Heaster and Kristen Tunno attended the 2024 NCAA Convention held in Phoenix, AZ
- GSU Tuba & Euphonium Ensemble performed at the 2024 US Army Band “Pershing’s Own” Tuba and Euphonium.
- Annual War in Waco VIII was held in January and sponsored by Coach Duane Chapman and the boxing program.
- GSU Conservation Center was created by Dr. Jeremy Keene.
- Dr. Nabil Nasser’s focus is on climate change related to phenology.
- Dr. Donal Hardin and Brian Williams attended the International Association of Chiefs of Police Annual Conference in San Diego, CA.

Staff Council –Eric Marks, Chair, reported:

The last time the Council met was in December. A good portion of the staff’s time has been spent on preparing for deferred maintenance projects by getting quotes and meeting with architects and vendors.

Student Government Association (SGA) –Jahzeiah Wade, President, reported:

- SGA has grown from 16 to 40 members. Nearly all open representative openings have been filled.
- The GSU Pioneer Debate Team recently won an award.
- SGA attended GSU Day at the Legislature and toured the Capitol.
- Implemented a new representative seat for International Students.

David Hutchison announced that the SGA members assisted the Foundation with writing “Thank you” cards for Founders Day and also attended the GSU Foundation Legislative Reception in Charleston.

Consent Agenda

SKIP HACKWORTH MOVED TO APPROVE THE CONSENT AGENDA AS PRESENTED.
DUANE CHAPMAN SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

In the absence of Ann Green, Teresa Sterns reported the Committee met on February 7, 2024 via Zoom and set today’s agenda.

Board Governance and HR Committee – Kathy Butler, Vice Chair, reported:

Tegan McEntire’s report to the Committee included recent retirements and active/open positions. One concern that effects recruiting faculty and staff is not having adequate housing.

Rita Helmick’s report included updates on lawsuits, grievances, arrests, Title IX, Housing Corporation, technology, and facilities. Highlights included:

- Architects have been hired to begin on the amphitheater project and LBH demo.
- A mandatory pre-bid meeting was held on February 15th for the Health Sciences build-out.
- Two new broilers were installed in the Administration Building.

- Housing Corporation approved a five percent rental increase beginning July 1, a fee for failure to comply with lawn maintenance, and an annual \$50 per pet fee.
- A new screen, projection system, and sound components were installed in the Presidents Auditorium from SIP grant funds. The old projector and screen were transferred to the Cedar Creek State Park Foundation.

David Hutchison’s report to the Committee included updates on scholarships, grants, and the Founder’s Day of Giving and Gala. 921 donors contributed to the \$1.15 million dollars raised during Founder’s Day.

Dr. Butler announced that Rick Simon’s name was previously submitted to the Governor as a recommendation to fill an opening. She asked everyone to review W.Va. Code §18B-2A regarding Board membership qualifications and send recommendations to fill future openings to Alex Lay and Ann Green. Kathy reported that the Presidential Evaluation Committee is working on the President’s current evaluation.

Enrollment and Student Life Committee – Skip Hackworth, Chair, reported overall enrollment has increased since 2019. The total enrollment for spring 2024 is 1527.

Academic Affairs Committee – Kathy Butler, Chair, reported highlights from the last committee meeting that included:

- Articulation agreements with WV State Police, WV Division of Corrections and Rehabilitation, FCI-Gilmer, and New River Community and Technical College.
- Submitted substantive change proposals to HLC for additional high school locations.
- The following new programs will be effective in fall 2024:
 - Master of Science in Criminal Justice
 - Bachelor of Arts in Math
 - Bachelor of Science in Land Surveying
- Faculty overload hours were discussed.
- Three faculty positions were filled for spring 2024 and there are searches taking place for additional open positions.
- Academic Affairs is currently inviting input from the Deans, Department Chairs, and Faculty Senate regarding the University Organization. Eventually, University wide input will be invited, so everyone may be part of the discussions regarding how many colleges within the organization will need to be implemented.

Business and Finance Committee – Tim Henline presented and discussed a similar PowerPoint that was provided at the last committee meeting. He clarified one of the slides regarding spring 24 enrollment. The data was obtained directly from Banner and someone pointed out that one student had not been counted. The one student not counted by Banner was due to the student taking a three-hour course at high school and nine hours at the University. The student was coded in Banner as a dual enrollment student but should have been coded as a full-time student.

Athletics Committee – Jesse Skiles announced:

- The wrestling team won the MEC Tournament which was a first ever for the University. Nine of ten weight classes made the finals.
- The Athletic Department produced a 2.98 grade point average as a department. The leader was Women’s Cross- Country team at 3.73.

- Women’s Basketball is 16-8; Men’s Basketball is 12-12; and Acrobatics & Tumbling recently had its biggest win.
- Senior Night will be held tomorrow at the Waco Center.

President’s Report

Dr. Manchin provided a copy of a news article relating to the need for more providers for West Virginia Health Care to all. He mentioned how the article reflects the importance of healthcare and the need for rural healthcare in WV. He asked Dr. Kevin Evans to provide an update on Health Sciences.

Dr. Evans announced that Lycricia Criss has been hired to work with pre- nursing and nursing students. He provided an overview of the first year of College of Health Sciences that included:

- The Program will have pre-requisites built-in that will be needed to go to graduate school.
- Working on a program with an emphasis in counseling.
- Thomas Moore, former director of Alderson Broaddus physician assistant program, has been hired to do a feasibility study to offer a physician assistant program at GSU.
- The Health Sciences Taskforce meets monthly.
- The Health Promotions major will move to Health Management due to currently having only two students in the program.
- Working on Health Sciences with an emphasis in Chiropractic, Med School, Occupational Therapy, etc.

Discussion/Actionable Items

Auditor’s Report for FY23

JOE PARSONS MOVED TO APPROVE THE FY2023 AUDIT REPORT AND FINANCIAL STATEMENTS AS PRESENTED. SKIP HACKWORTH SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Master of Science in Criminal Justice

Mari Clements announced that the Master of Science in Criminal Justice (CJ) is a full thirty-hour online degree and it has been brought to the Board several times but lacked information. This is the entire proposal that includes hiring of new faculty and a budget. The CJ program is the most vibrant of the graduate programs on campus. The date on the proposal needs to be corrected to 2024 and it will be fixed prior to being submitted to HEPC.

KATHY BUTLER MOVED TO APPROVE THE PROPOSAL FOR A MASTER OF SCIENCE IN CRIMINAL JUSTICE DEGREE PROGRAM AT GLENVILLE STATE UNIVERSITY. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Bachelor of Arts in Mathematics

Mari Clements reported that there are students who want to obtain a degree in mathematics. The program will only add 2-3 more courses each year into the faculty load. She suggested adding the extra courses to the summer schedule in the event teachers want to enroll.

DUANE CHAPMAN MOVED TO APPROVE THE PROPOSAL FOR A BACHELOR OF ARTS IN MATHEMATICS DEGREE PROGRAM AT GLENVILLE STATE UNIVERSITY.
LESLIE MASON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Bachelor of Science in Land Surveying and Mapping

Mari Clements explained that due to West Virginia being the only state to do licensing of land surveyors, this proposed major cannot be a major within another degree per the accrediting body as it must be a stand-alone program. It will add an additional faculty member but decrease overload.

KATHY BUTLER MOVED TO APPROVE THE PROPOSAL FOR A BACHELOR OF SCIENCE IN LAND SURVEYING AND MAPPING DEGREE PROGRAM AT GLENVILLE STATE UNIVERSITY.
JOE PARSONS SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Announcements

Alex Lay announced the following:

- The Board will host the wrestling team at today’s luncheon directly following the meeting in honor of its MEC Tournament win.
- February 24, 2024 – Founders Day Gala Reception is @ 6:00 pm and Dinner is @ 7:00 pm in the MCCC, Ballroom.
- Ann Green appointed the nominating committee as follows: Kathy Butler, Chair; Joe Parsons; and Leslie Mason.
- Next full Board meeting is May 1, 2024.

Adjournment

With no further business and hearing no objection, Vice Chair Lay adjourned the meeting at 12:00 pm.

Alex Lay, Vice Chair

Teresa Sterns, Executive Assistant to the President

Glenville State University
SPECIAL Board of Governors Meeting
March 12, 2024
Via ZOOM

Members Present: Ms. Ann Green, Chairperson
Ms. Alexandria Lay, Vice Chair
Mr. Daniel Durbin
Mr. Tilden "Skip" Hackworth
Mr. Robert Marshall
Mr. Doug Morris
Mr. Rick Simon
Mr. Duane Chapman, Faculty Representative
Ms. Leslie Mason, Staff Representative
Mr. Jahzeiah Wade, Student Representative

Members Absent: Dr. Kathy Butler
Mr. Joe Parsons

Faculty & Staff Present: Ms. Wendy Broome
Ms. Rikki Butler, Associate Vice President for Enrollment Management
Ms. Bridget Carr, Director of International Student Services
Dr. Kevin Evans, Dean of Health Sciences
Ms. Maureen Gildein, Lecturer of Physical Education and Faculty Senate
President
Dr. Donal Hardin, Associate Professor of Criminal Justice
Ms. Rita Helmick, Vice President for Administration and General Counsel
Mr. Tim Henline, CFO
Mr. David Hutchison, Vice President for Advancement
Dr. Mark Manchin, President
Mr. Tom Ratliff, Executive Director of Operations
Ms. Teresa Sterns, Executive Assistant to the President
Mr. Charles Yakubow, Academic Success Advisor: VA Support
Mr. Jason Yeager, Vice President for Enrollment & Student Life

Call to Order

Chair Ann Green called the meeting to order at 10:03 am.

A quorum was established.

Discussion/Actionable Items

College of Health Sciences Renovation Bid

President Manchin reported that the renovation will include the unfinished space adjacent to WVU Medicine in the Waco Center. Many competitive bids were received and the lowest of those bids came in at \$1.732 million. Once the renovation is completed, the entire nursing program will be moved to the Waco Center.

A discussion was held that included various inquiries regarding funding sources, and if Land Resources will be moved to another location.

President Manchin stated that it is not the intent to move the Department of Land Resources, so they will stay in the Waco Center; however, there are other options if there is a need to move the Department.

Tim Henline, Dave Hutchison and President Manchin reported that funding is expected to come from various resources including the GSU Foundation. The Foundation has secured up to \$1.5 million in funding and are still exploring other resources. The funding will not impact endowments or cause any fund to be in the red. Other funding is anticipated from the West Virginia Higher Education Policy Commission and the West Virginia Legislature. WVU Medicine, Mon Health, Community Care, and Minnie Hamilton Health Systems have also acknowledged interest in supporting the project.

It was suggested to change the proposed resolution to include the total bid price and change it to read that the bid is for the Waco Center building "A" build-out, not specifically for the "College of Health Sciences."

DUANE CHAPMAN MOVED TO APPROVE THE PROPOSED BID OF \$1.732 MILLION FOR THE BUILD-OUT IN WACO CENTER BUILDING "A" AND A LETTER OF RECOMMENDATION WILL BE WRITTEN TO THE GSU FOUNDATION TO SUPPORT THE EDUCATIONAL INITIATIVE. DAN DURBIN SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Announcements

Chair Green requested that the Board take a tour of the Waco Center Building "A" after its next meeting in May.

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 11:01 am.

Ann Green, Chair

Teresa Sterns, Executive Assistant to the President



Cashflow Report

Glenville State University									
Cashflow Projection FY 2024									
	Oasis	Actual Nov-23	Actual Dec-23	Actual Jan-24	Actual Feb-24	Actual Mar-24	Projected Apr-24	Projected May-24	Projected Jun-24
	Fund #								
Beginning Cash		\$ 5,083,959	\$ 3,999,994	\$ 5,462,045	\$ 8,698,336	\$ 6,497,500	\$ 5,367,243	\$ 5,529,427	\$ 3,558,887
Insurance Claim Payments		-	-	-	-	-	-	-	-
Repayment of Loan from Foundation		-	-	-	-	-	-	-	-
Energy Savings Loan Payments		-	25,000	35,206	-	-	-	-	-
HEPC Ed Grant Payments		200,050	-	-	-	103,027	-	-	-
FY 2024 Nursing Grant Expenditures (\$1,577,418)		-	-	-	-	-	220,000	375,996	114,499
Deferred Maintenance Expenditures		-	-	-	-	36,000	250,000	450,000	1,000,000
Cash used		<u>3,414,480</u>	<u>3,050,140</u>	<u>1,568,574</u>	<u>3,128,177</u>	<u>2,531,565</u>	<u>3,912,458</u>	<u>3,354,954</u>	<u>3,120,231</u>
Ending Cash		<u>\$ 3,999,994</u>	<u>\$ 5,462,045</u>	<u>\$ 8,698,336</u>	<u>\$ 6,497,500</u>	<u>\$ 5,367,243</u>	<u>\$ 5,529,427</u>	<u>\$ 3,558,887</u>	<u>\$ 1,442,584</u>
Remaining State Funds Included in Bal.		\$ 712,079	\$ (81,730)	\$ 1,278,162	\$ 745,398	\$ 215,243	\$ 1,203,196	\$ 358,496	\$ (2,919)
Remaining Energy Savings Loan in Bal.		\$ 94,235	\$ 69,235	\$ 34,029	\$ 34,029	\$ 34,029	\$ 34,029	\$ 34,029	\$ 34,029
Remaining HEPC Ed Grant in Bal.		\$ 548,336	\$ 548,336	\$ 548,336	\$ 548,336	\$ 445,308	\$ 445,308	\$ 445,308	\$ 445,308
Remaining FY 2024 Nursing Grant in Bal.		\$ 1,577,418	\$ 1,363,413	\$ 1,206,647	\$ 1,206,647	\$ 835,495	\$ 565,495	\$ 139,499	\$ 0
Remaining Deferred Maintenance in Bal.			\$ 2,937,500	\$ 2,937,500	\$ 2,937,500	\$ 2,652,450	\$ 2,402,450	\$ 1,952,450	\$ 952,450
Remaining Balance of unrestricted funds		<u>\$ 1,067,926</u>	<u>\$ 625,291</u>	<u>\$ 2,693,663</u>	<u>\$ 1,025,590</u>	<u>\$ 1,184,718</u>	<u>\$ 878,949</u>	<u>\$ 629,105</u>	<u>\$ 137,161</u>



Accounts Receivable Aging

Accounts Receivable Update 4/17/2024

	Summer 2020	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	Fall 2023	Totals
Current	\$ 5,737	\$ 375,894	\$ 90,764	\$ 5,838	\$ 136,524	\$ 139,265	\$ 12,509	\$ 156,513	\$ 95,218	\$ 26,836	\$ 469,434	\$ 1,514,532
Prior Report 3/15	\$ 5,737	\$ 376,520	\$ 91,243	\$ 5,838	\$ 137,552	\$ 139,602	\$ 13,141	\$ 165,036	\$ 95,218	\$ 26,836	\$ 535,715	\$ 1,592,438
Prior Report 1/15	\$ 5,737	\$ 379,249	\$ 92,004	\$ 5,838	\$ 138,507	\$ 139,620	\$ 13,141	\$ 165,036	\$ 95,218	\$ 31,100	\$ 796,802	\$ 1,862,252
Prior Report 11/15	\$ 5,737	\$ 379,599	\$ 92,154	\$ 5,838	\$ 138,827	\$ 139,845	\$ 13,141	\$ 168,089	\$ 95,268	\$ 31,291	\$ 1,071,019	\$ 2,140,809
Prior Report 11/6	\$ 5,737	\$ 379,599	\$ 92,154	\$ 5,838	\$ 142,827	\$ 139,845	\$ 13,141	\$ 168,969	\$ 95,671	\$ 35,691	\$ 1,192,065	\$ 2,271,538
Prior Report 10/4	\$ 5,737	\$ 382,673	\$ 93,346	\$ 6,338	\$ 144,658	\$ 141,082	\$ 13,141	\$ 177,098	\$ 100,975	\$ 41,322	\$ 2,454,782	\$ 3,561,152
Prior Report 8/16	\$ 5,737	\$ 382,673	\$ 93,346	\$ 6,338	\$ 145,008	\$ 141,282	\$ 13,141	\$ 178,342	\$ 108,712	\$ 58,716	\$ 3,240,949	\$ 4,374,245
Prior Report 8/8	\$ 5,737	\$ 382,718	\$ 93,541	\$ 6,338	\$ 146,058	\$ 145,581	\$ 13,141	\$ 188,596	\$ 139,233	\$ 74,132	\$ 4,187,240	\$ 5,382,315
Prior Report 7/11	\$ 5,863	\$ 385,697	\$ 93,514	\$ 6,338	\$ 146,953	\$ 146,172	\$ 13,141	\$ 198,206	\$ 164,827	\$ 99,549		\$ 1,260,260
Prior Report 6/14	\$ 5,923	\$ 385,697	\$ 93,541	\$ 6,338	\$ 146,999	\$ 147,231	\$ 13,316	\$ 219,500	\$ 183,735	\$ 318,553		\$ 1,520,833
Reduced by (Current Report - Last Report)	\$ -	\$ (626)	\$ (479)	\$ -	\$ (1,028)	\$ (337)	\$ (632)	\$ (8,523)	\$ -	\$ -	\$ (66,281)	\$ (77,906)
Total Reduction in AR Prior Semesters (Since Last Report)												\$ (77,906)

	Summer 2020	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	Fall 2023	Totals
Total Reduction Since June 2023 Report	\$ (186)	\$ (9,803)	\$ (2,777)	\$ (500)	\$ (10,475)	\$ (7,966)	\$ (807)	\$ (62,987)	\$ (88,517)	\$ (291,717)	\$ (3,717,806)	\$ (4,193,540)

Total AR (Excluding Spring 2024)	
Total Balance Due	\$ 1,514,532.30
Total Reduction Current Report	\$ (77,906.00)
Total Since June Report	\$ (4,193,540.46)

Summer 2020 through Summer 2023

Since last report

Current Total Reduction Balance Prior and Current reports.

Spring 2024				
	Billed	Paid	Pending	Balance
Current Report	\$ 8,899,000	\$ (8,226,000)	\$ -	\$ 673,000
Prior Report				\$ -
Difference From Last Report	\$ 8,899,000	\$ (8,226,000)	\$ -	\$ 673,000

Submitted by: *Tegan N. McEntire*
 Director of Human Resources

Report for Board of Governors

Active Positions:

Staff	Open Positions
Assistant Athletic Trainer	1 New
Campus Service Worker	1 Replacement- Dave Moss
Trades Specialist	1 Replacement- Dale Cochran
Academic Lab Instructional Assistant	1 Replacement- Thomas Snyder
Administrative Assistant- Academic Affairs	2 Replacements- Pamela Brown/Chris Carver
Administrative Assistant- Athletics	1 Replacement- Cheyenne Carr
Maintenance Worker	2 Replacements- Ethan Burkhammer/ Jefferey Stewart

Faculty	Open Positions
Assistant Professor of Criminal Justice	1 New/ 1 Replacement- Elizabeth Moatory
Assistant Professor of Business	2 Replacement/ 1 New- Leslie Ward/ Cheryl McKinney
Assistant Professor or Lecturer of Business in Second Chance Pell Program	1 Replacements- Frank Carothers
Instructor of Health Sciences in Nursing	1 New
Assistant Professor of Education	2 Replacements- Connie Stout/ Luke Bendick
Assistant Professor or Lecturer of Land surveying	1 New
Assistant Professor or Lecturer of Anatomy & Physiology	1 Replacement- Rebecca Walter
Assistant Professor or Lecturer of Exercise Science	1 Replacement- Peter Hart

New Faculty/Staff:

- Javon Butler - Assistant Football Coach
- Joseph Lutsy - Library Associate
- Ashley Miller - Security Guard
- Thomas Marks - Campus Service Worker
- Naomi Sanders - Title IX Coordinator
- Lora Freeland - Director of Marketing and University Relations

Retirements:

- Dale Cochran

Possible Changes Coming:

- New FLSA threshold of \$55,068
- New Salary Schedule

Attached Holiday Schedule

Glenville State University Holiday Schedule

FY 2024-2025

Holiday	Date of Observance
Independence Day	Thursday, July 4, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Thursday, November 28, 2024
Thanksgiving Break (Designation: Lincoln's Day)	Friday, November 29, 2024
Christmas Eve: ½ Christmas Eve, ½ Election Day (Designation: ½ day Election Day)	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (Designation: Columbus Day)	Thursday, December 26, 2024
Winter Break (Designation: President's Day)	Friday, December 27, 2024
Winter Break (Designation: West Virginia Day)	Monday, December 30, 2024
New Year's Eve: ½ New Year's Eve, ½ Election Day (Designation: ½ day Election Day)	Tuesday, December 31, 2024
New Year's Day	Wednesday, January 1, 2025
Martin Luther King Jr. Day	Monday, January 20, 2025
Spring Recess (Designation: Veteran's Day)	Friday, April 18, 2025
Memorial Day	Monday, May 26, 2025

Note: Should the Governor grant additional holiday time off on days that are already included in the GSC schedule, the President will determine the additional holiday observation in accordance with HEPC Series 14, Section 3.2. Series 14, Section 4.1 provides for one-half day preceding each Christmas Day and New Year's Day when Christmas or New Year's falls on Tuesday, Wednesday, Thursday, or Friday.

This holiday schedule is subject to change.

Approved by: Dr. Mark A. Manchin, President

Date

Submitted by: *Rita Hedrick-Helmick, Vice President for Administration and General Counsel*

LEGAL

- Two lawsuits are consolidated and that trial will take place in Gilmer County.
- We have one other lawsuit.
- We have one grievance.
- We have 2 students in family court; one is seeking a DVPO against another student.

Office of Civil Rights

We emailed what we hope is our last response regarding Title IX to the Office of Civil Rights in Philadelphia. We are trying to satisfy the last 3 action steps. A special thanks to our new Title IX director, Naomi Sanders; Tegan; Casey; and Teresa.

Housing Corporation

The Housing Corp held our annual meeting on March 28. We are making a few changes: (1) a rent increase of 5% will take place for all lessees on July 1. For renters who have been in a college house for more than 5 years, an additional 10% will be applied to the rent—this has always been the policy but has never been enforced. With more outside people being hired and looking for places to rent, it was brought to our attention that we should encourage people to look for alternative housing; we already have this policy and it will now be enforced. Also, for renters who do not mow their lawns, the charge for facilities to do so will be \$100—up from \$25.

WVCAN

Gilmer County does not participate in the WV Child Advocacy Network—I met with Greg and Kate last week. They believe like other counties in WV, children are abused and neglected. The conversation has only just begun but I will see what the University can do to help this worthy cause.

Calhoun-Gilmer Vocational and Technical Center

Ken Cedar will teach adult classes for Gilmer County residents Saturdays 8-4 in the library.

IT

- IT worked with Alpha Technologies to help the company get on the OMNIA Co-op contract. This will allow large contracts to be awarded without going through the RFP process.
- IT did a walk-through of all the new wiring requirements for LBH as they are moving to the 4th floor and will lose the closet that runs the tower with suites by the elevator and sky bridge.
- The new firewall, router, switches, and wireless components are arriving at Alpha and installation is slated for May 6.
- Quotes are requested for the new conference rooms for 3d floor LBH Academic Business and Social Science.
- A new server array has arrived at Alpha; IT is waiting for Alpha's availability to install.
- Implementation of Starrez, which is the new housing software, has begun with several planning and procedural meetings.

- IT is waiting for Slate to send the requested format for data which needs to be imported.
- The co-curricular assessment report has been submitted to the committee and is now awaiting edits and a re-write before re-submission.
- IT created and played a recording of the State-wide tornado drill. Eric announced the tornado warning through the new clock tower. The storm last week created more power damage issues with equipment. I have already signed a couple requisitions for replacement equipment.

FACILITIES

- Roofing quotes for the library, LBH, and the Science Hall were opened April 10. Who won the award?
- Clark Hall is almost complete; left to be completed are installation of the Hall of Fame Dean' Wall and cleaning.
- Chiller repairs are complete and all of the main units are now operational.
- We are finalizing room moves in order to vacate the part of LBH that will be demolished.
- Contracts are complete for Health Sciences build out at Waco.
- We are preparing to renovate the room where campus carry guns will be stored.

CAMPUS CARRY

- I am participating in Zoom calls every two weeks with Kristin Boggs at HEPC and other general counsel from WV institutions.

History:

Why do we have this law?

On February 21, 2013, the Legislature passed SB 10, the campus carry bill, and on March 1, 2023, the governor signed the bill into law. The law is now codified in W.V. Code §61-7-14 (2023) and known as the Campus Self-Defense Act or more commonly known as Campus Carry. The law goes into effect July 1, 2024 so we must now come together and work through the implications as the law relates to the overall safety of our campus.

Synopsis of the law:

Open carry is prohibited. Anyone 18 years old or older who holds a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver on campus and in buildings. The law contains exceptions; these are the places people cannot carry:

1. Any area that is rented, leased or under an exclusive agreement for full-time occupancy and use of a private facility;
2. Venues with a seating capacity of 1,000 or more
3. Daycare facilities (GSU does not have)
4. Secure area of any building on campus used by law enforcement
5. In an area on campus that has adequate security measures in place to ensure that pistols and revolvers are not carried by the public into the area; "adequate security measures" is defined as the use of electronic equipment and armed personnel at public entrances to detect and restrict

the carrying of any pistols or revolvers into the area using metal detectors, metal detector wands, etc.

6. In any room where discipline proceedings are being held (students and employees)
7. Sole occupancy offices (employees may carry to their offices but do not have to allow other people to carry if the office has one door and the walls extend to the ceiling and only one person is assigned to that space)
8. At a primary or secondary school sponsored event while the function is occurring
9. At a private function that is being held on campus during the time in which the function is being held
10. In any space where patient care and/or mental health counseling is provided
11. High hazardous and animal laboratories (specifics are omitted here)
12. On-campus residence halls except common areas (i.e. lounges, dining areas, and study areas).
In other words, students may not carry to their dorm rooms.

The legislature appropriated \$0 to implement BUT nonetheless commands that each institution of higher learning provide:

A secure area for storage of guns in at least one residence hall OR make available a safe for students to rent for his/her room (I am not sure how this works since guns are not allowed in residence hall rooms)! Tom was working with the fire marshal who had strong feelings regarding the room we use for the gun safe and amount of stored ammunition. However, Ken Tyree, the State Fire Marshal, called his people off and now they are taking a hands off approach.

The storage room must be available at all times during which the residence hall is open and fully operational for use by students. By law we can charge rent for storage lockers.

No open carry is permitted—if a weapon is not concealed, (not a holster), the violator is subject to criminal charges as well as discipline by GSU.

The Campus Carry Committee is kind of informal and basically consists of:

- Myself as Chair
- Casey Smola, Secretary who keeps minutes
- Tom Ratliff
- Mike Wheeler
- Donal Hardin
- Jason Yeager
- Bill Boone
- Brian Williams
- Tegan McIntyre
- Tim Underwood
- Jacob Petry

The Committee has been meeting since June 8, 2023 when we held an organizational meeting. In our meetings, we discussed lots of issues and ideas. We spent an entire meeting on the exceptions enumerated in the law. We spent a lot of time discussing gun safes and rental fees, weapons and metal detectors, wands, ballistic walls, ballistic doors, hurricane film for windows in doors, etc. After meeting

with other general counsels and discussing with the committee, a fair individual gun safe rental seems to be \$35 per month or \$140 per semester.

What happens if a person carries into an exempt space or openly shows a weapon?

The law is completely silent so we will do what we do now—call the police. The law gives no authority to take the gun so we will treat that violation like we do now when we find a weapon in a dorm room.

HEPC feels strongly about RAs being asked to enforce the law—the answer is NO!

When a person is traveling for work and uses a University vehicle and is staying in a hotel room, the gun goes in the room with the employee. Employees cannot leave a gun unattended in a state car overnight. HEPC sees this as being different than having a concealed weapon in your vehicle that you have complete control over.

A draft policy has been prepared and sent to constituent groups for comments. A final draft of the policy will be posted for a thirty-day public comment period upon Board approval at the May meeting. If the Board does not approve, we will continue to work on the policy. Once we have an approved policy and the comment period is complete, the policy will be posted to GSU's website along with frequently asked questions and answers.

On April 4, Tom, Tim Henline, Mike Wheeler, and I met to discuss the financial implications of implementing the law. We discussed weapons detectors, wands, ballistic wall panels, a ballistic door, and signage. After discussion, we believe we can have the Print Shop print the signs and we can buy a Braille printer so the signage is ADA appropriate. This will save a lot of money as the clear Braille signs you see around campus are costly.

I will check with BRIM to determine insurance implications.

HEPC looked far and wide for a consultant to hire to help navigate this extremely difficult law; none exist that could be found in the entire country.

Glenville State University Campus Carry Policy

Rita Hedrick-Helmick, Vice President of Administration and
General Counsel

Michael Wheeler, Chief of Public Safety

Thomas Ratliff, Executive Director of Operations

GLENVILLE STATE UNIVERSITY



Introduction

- **WV SB-10 (Campus Self-Defense Act)**
 - Senator Rupie Phillips proposed and introduced in January 2023
 - Passed in Senate on 01/24/2023
 - Passed in House of Delegates on 02/21/2023
 - Approved by Governor on 03/1/2023
 - WV was the 12th state to pass legislation
 - Allows law-abiding Concealed Handgun License(CHL) holders to carry on the campus of a state institution of higher education
 - Since being approved, GSU has had a task force that meets frequently to prepare our campus for this legislation.





Glenville State University's Policy

- The purpose of this Policy is to establish guidelines regarding deadly weapons and dangerous objects on GSU Property, and the University's implementation of W. Va. Code § 18B-4-5b, the Campus Self-Defense Act (aka Campus Carry), which, subject to certain limited exceptions, allows for carrying of a concealed pistol or revolver on campus by those holding a current and valid license to carry a concealed deadly weapon.



Glenville State University's Policy

- 3.1 Except as specifically provided for by this rule or by law, deadly weapons and dangerous objects, as defined herein, are prohibited on GSU Property.
- 3.2 Section 3.1 does not apply to a person holding a license to carry a concealed deadly weapon and who is carrying a Concealed Pistol or Revolver on GSU Property, except as set forth in Section 3.3.
- 3.3 Consistent with both the Campus Self-Defense Act and the W. Va. Business Liability Protection Act, all deadly weapons, including concealed pistols and revolvers, are prohibited in certain locations.



Restrictions / Prohibited Locations

- A. At an organized event taking place at a stadium or arena with a capacity of more than 1,000 spectators.
- B. If ever applicable, at a daycare facility located on GSU Property.
- C. In the secure area of the Office of Public Safety, located in the Jesse R. Lilly Gymnasium building on GSU campus.
- D. In an area that has adequate security measures to ensure that pistols or revolvers are not to be carried by the public into the area.
 - i. Any such area designated by the University under this exception will provide reasonable notice to the public and campus community.
- E. In an on-campus room or rooms in which a student or employee disciplinary proceeding is being held.
- F. In Sole Occupancy Offices, but only in those offices where the sole occupant notifies those who may be entering that concealed pistols and revolvers are prohibited.



Restrictions / Prohibited Locations – Cont'

- G. At a primary or secondary education school-sponsored function being held in a specific location on GSU Property that is rented, leased, or under the exclusive use of the W. Va. Department of Education, the W. Va. Secondary Schools Activities Commission, a county school board, or local public school for the actual period of time the function is occurring.
- H. At a private function that is being held in a specific location on GSU Property that is rented, leased, or under exclusive use of an entity for the actual period of time the function is occurring.
- I. Any such function designated by an entity under this exception will provide reasonable notice to the attendees.
- J. In specifically designated areas in which patient-care or mental health counseling is being provided.
 - i. The University shall provide reasonable notice to the public and campus community about what areas are designated under this exception.
- K. In High Hazardous and Animal Laboratories.
- L. In on-campus residence halls, except common areas such as lounges, dining areas, and study areas.



Glenville State University's Policy

- 3.4 To the extent anything in this rule conflicts with the Campus Self-defense Act or the W. Va. Business Liability Protection Act, the applicable act takes precedent.
- 3.5 Pursuant to Section 3.3, while the University will provide a secure location for the storage of a pistol or revolver in at least one on-campus residence hall, the amount of ammunition an individual may store in the on-campus residence hall will be limited to the space within the individual storage unit in the secure location. The storage of ammunition in any other building on campus is strictly prohibited, with the exception of ammunition stored by the Office of Public Safety.



Resources

- **Website**
 - Page with resources relating to this policy and the University's compliance with the Campus Self-defense Act.
 - List or map of locations identified as exempt under Section 3.3.
 - Gun safety and training opportunities for those interested.
 - Information about how to obtain a concealed weapons permit.
- **Publicly Posted Notices**
 - The University will provide reasonable notice to the public and campus community about which areas are designated as an exception to the rule wherein carrying a concealed pistol or revolver is prohibited.
 - The University will provide and post signage across campus, in its buildings, and all locations necessary to alert those entering campus of the conceal carry guidelines within the area.



Violations

- 5.1 Any University employee, student, or volunteer who fails to abide by the requirements within this rule shall be subject to: (i) appropriate disciplinary action, including warning, suspension, termination, or other disciplinary action as may be appropriate and (ii) applicable criminal charges, if warranted.
- 5.2 Any other person who fails to abide by the requirements of this rule shall be subject to appropriate action, including a request to leave campus or temporarily relinquish the prohibited item and, if they fail to do so, referral for any appropriate criminal action and/or issuance of a trespass notice, and/or a temporary or permanent ban from campus.
- 5.3 It is a violation of this rule and W. Va. Code to carry a pistol or revolver (or any other firearm or deadly weapon), on GSU Property, that is partially or wholly visible, or intentionally or knowingly displayed in plain view of another person, in a way or manner to cause, or threaten, a breach of the peace, regardless of whether the firearm is holstered. This provision pertains to (i) individuals who possess a valid license to carry a concealed weapon and (ii) any other person not expressly permitted/authorized to do so by this rule. Anyone who violates this provision may, in addition to any applicable criminal charges, be subject to disciplinary action.

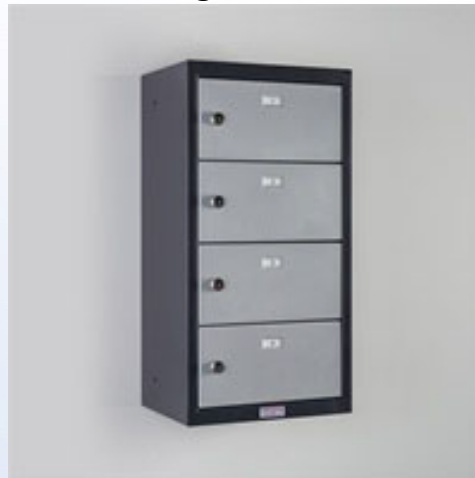


Security Measures

• Open Gate Weapon Detection



• Gun Storage Safes





Security Measures for Facilities

- Level 3 Ballistic Wallboards
- Level 3 Ballistic Doors



Points to Remember

- Must have CHL(provisional) to carry on University property. This only includes WV residents.
- Must have CHL(provisional) to be granted a gun safe.
- Proof of CHL – Only Law Enforcement Officers are permitted to request proof of a CHL.
- There are specific areas that are exceptions where carrying is prohibited even with a CHL.
- Violators of this policy will face appropriate disciplinary/criminal actions.





References

- **§18B-4-5b. Concealed carry on higher education campuses; exceptions.**
(<https://code.wvlegislature.gov/18B-4-5B/>)
- **§61-7-4. License to carry deadly weapons; how obtained.**
(<https://code.wvlegislature.gov/61-7-4/>)
- **§61-7-4a. Provisional license to carry deadly weapons; how obtained.**
(<https://code.wvlegislature.gov/61-7-4A/>)
- **WV Attorney General Office**
(<https://ago.wv.gov/gunreciprocity/Pages/default.aspx>)
- **§61-7-14. Right of certain persons to limit possession of firearms on premises. (W. Va. Business Liability Protection Act)**
(<https://code.wvlegislature.gov/61-7-14/>)
- **§61-7-2 Deadly Weapon Definitions** (<https://code.wvlegislature.gov/61-7-2/>)

Submitted by: *David Hutchison, Vice President for Advancement & Governmental Affairs, Executive Director of Foundation, Executive Director of Research Corporation*

Scholarships Awarded FY 24

- 403 Students Awarded Scholarships (+60)
- 685 Foundation Scholarships Awarded (+111)
- \$894,801 Foundation Scholarships (+\$155,842)
- \$2,220 avg. per student

Tuition Discounts Offset:

- \$493,792 Offset
- Morris Foundation – additional \$500,000 tuition discount offset

Founders Day of Giving:

- Total Raised: \$1,083,253 Total Donors: 1,070 Total Donations: 1,301
- Online Raised: \$81,200 Online Donors: 766 Online Donations: 894
- Offline Raised: \$1,002,053 Offline Donors: 304 Offline Donations: 407
- 100 Different Funds received support
- 52 Different Campus Support Areas
- 571 New Donors
- 87% of Donors covered their fees

Foundation Updates:

- Approved recommendation for the Buildout
- Approved the annual agreement for line of credit with the University
- Updated Bylaws

Marketing Update:

- Hired Lora Freeland as Director of Marketing & University Relations
- In process of hiring an assistant
- Campus wide meetings

Crescendo – Planned Giving Platform:

- Reopened partnership with Crescendo
- glenville.giftlegacy.com
- \$5,500 Annual Contract
- 5 Week Training Program beginning in March
- Annual Marketing Plan to launch July 1

Government Affairs Update:

- February 12, Legislative Reception
- February 13, GSU Day at the Capitol

Foundation Grant Updates:

- **Received:**
- \$2,500 Antero, Pioneer Food Pantry
- \$10,000 Dan Cava Foundation, College of Health Sciences
- \$7,500 First Energy, President’s Circle Projects
- \$5,000 United Bank, WLC, Presidential Events
- **In Process:**
- \$100,000 McGee Foundation, Teacher Education
- \$100,000 ARC – Buildout

- \$20,000 Berkshire Hathaway – Scholarships
- \$5,000 Hope Gas, Inc. - Scholarships

Research Corporation Updates:

Grants Awarded:

- *\$2,120,695 Congressionally Directed Spending
**Safety & Security Grant – cameras, locks, & campus lighting*

Upcoming Grants to submit:

- April 9, \$2.38 Congressionally Directed Spending
**Strategic Expansion of Health Sciences Programs*
- April 29, USDA Distance Learning & Telemedicine
**Technology for Health Sciences Buildout*

Upcoming Events:

- WLC Lunch and Learn – April 9
- Alumni Banquet – April 27
- Clark Hall Ribbon Cutting Ceremony – May 1
- 50 Year Graduate Reception – May 3
- Faculty/Staff Retiree Luncheon – May 9
- GSU Night at the Ballpark – June 8

Submitted by: *Dr. Jason Yeager, Vice President for Enrollment & Student Life*

Report for Board of Governors

Fall Enrollment

- Fall enrollment and registration – Admissions counselors are currently creating schedules – we now have over 200 new, transfer, and re-admit students who have requested to register for the fall term
- We have more than double the number of Home-Grown applicants
- With the help of Dave Hutchison and Tim Henline, GSU / Admissions has expanded our scholarship opportunities
- Decision Days - April
- Award Ceremonies – May
- An increase in on-campus events from fall to fall and spring to spring
- Travel – Counselors are still traveling for the fall term
- Challenge Academy – we have held two events with the Academy and now have more than a dozen applicants

Housing

- StarRez – CRM for housing – On campus housing application will go live today – May 1
- Housing for the fall update include GA housing – camps – kids on campus – 75 kids on campus over the summer

Student Life

- SSS – Enrollment is up – trips Pittsburg trip – Psychology of a Killer – Rafting trip – Fall applications have already landed
- ASC – Career Fair – 176 students attended – Working through the DNR list now

Status	Total #	Percentage
Registered	477	62.27%
Graduating	132	
Not-Returning	23	3.00%
Follow-Up	42	5.48%
No Reply	224	29.24%

- VA – Appreciation Event - April 27 – Sue Morris Complex
- Orientation – June 1,14,17, & 20 – July 28 – August 1 & 3

International Students

- New recruiting initiatives – Working on a relationship with China

Graduate Piece

- Applications – Criminal Justice
- GA jobs on campus – 17 GA positions have been posted

We are registering students for the summer term – that enrollment adds to our overall enrollment number and is an indicator for the fall headcount

Submitted by: *Mari Clements, PhD, Provost*

Report for Board of Governors

- The Natural Resource Management Bachelor of Science Series 10 Report (for HEPC) is included in the packet. The NRMT BS includes multiple majors, including Energy and Land Management, Environmental Science, Forestry, Land Surveying, and Wildlife Management. Two of these majors bear discussion. First, the Land Surveying major is coming out from under this umbrella in 2024-25, to become a BS in Land Surveying and Mapping. This change was undertaken to better align with ABET accreditation expectations. Second, the enrollment in the Energy and Land Management major is currently very low. I will share thoughts from the department and the major instructor about this major.
- The BA/BS in Interdisciplinary Studies Series 10 report is also included in the packet. This degree program has never had any students in it, perhaps due to overly constrained practice and expectations. One of our faculty, Dr. Mark Sarver, whose own degree is in Interdisciplinary Studies, has agreed to take on the leadership of the degree, but it bears monitoring as well.
- As shared earlier this month, five faculty were promoted or tenured. There are some resignations expected soon. Contracts for 2024-25 are being prepared and distributed.
- Last year, 67% of students took at least one online course. This includes our MA and MBA degree students (whose degree programs are all online). Only 7% of undergraduate students are fully online. We have reported surpassing the 50% mark of students taking at least one course online to HLC (this does not require additional approval, only notification). We are recruiting for an instructional designer to better support faculty in developing and delivering online courses as part of a plan for additional online growth.
- We continue to work on our Prison Education Program application. We are currently in phase 1 of the 3-phase application process, with a June deadline approaching for completion of this phase.

Submitted by: *Tim Henline*

Report for Board of Governors Business and Finance Committee

- **FY24 Audit**
 - CLA (CliftonLarsonAllen, LLP) engaged for FY24 Audit.
 - Same firm as last two fiscal years.
- **GSU Budget for FY24 & FY25**
 - **FY24 & FY 25 Budget updates**
 - Improved income statement. (FY24 & FY25)
 - Improved cash flow. (FY24 & FY25)
 - Deferred Maintenance
 - Grants
 - Increase in tuition and fees revenue as student count increased
 - **State Appropriation**
 - FY25 \$7,420,879. (FY24 was \$7,071,787)
 - New funding formula data compiled by HEPC led to \$50K decrease in state appropriation. The least of the four-year institutions.
 - **Payroll**
 - Additional positions projected in FY25 budget, mostly Faculty.
 - Overall payroll has increased \$3.8 million in the last four years.
 - PEIA increase again in FY25
 - OPEB increase in FY25
 - **Food Service**
 - New board plans proposed.
 - **Utilities**
 - Increases in rates approved by state regulatory agencies.
 - **Capital**
 - First round of Deferred Maintenance Funds drawn down.
 - Multiple deferred maintenance projects underway.
 - **Accounts Receivable**
 - Net Amount due Spring 2024 (as of April 22): \$673,000.
 - Prior semester balances have declined \$77,906 since 3/15 report.
 - **Cash Flow Forecast**
 - Slowed cashflow through July, typical of all Higher Education.
 - **Other Revenue**
 - Research Corp. grants coming.
 - **Tuition Discounting**
 - Adjustment of tuition discounting with link to cash flow for all areas.
 - **Other**

- **Grants**
 - Nursing Grant: Drawn downs and finalization for end of year underway.
 - Final drawdowns underway for other grants.
- **Processes**
 - Working with HEPC to have a complete Trail Balance through OASIS.
 - Working with HEPC issues to find a “work-around” for student billing.
- Attachments/Enclosures:

Submitted by: *Jesse Skiles – Director of Athletics*

- **Graduate Assistant Update** - Our Graduate Assistant Program has been a tremendous boon in recent years, and we are prepared to escalate the program in FY25.
- **Spring Sports Update** – We have several teams that have made history this Spring, and we have some key playoff appearances in the coming weeks.
- **Personnel Update** – At this time, we have all of our head coaches slated to return next year as per our individual meetings the last two weeks.
- **PAC Report** – We are excited to be working with Coach Stephen Dye on some key Summer initiatives.
- **Academic Report** – I am enclosing my update of the updated academic summaries to date. We will prepare the Spring team GPA's at our Summer meeting.
- **MEC Report** – Commissioner Reid Amos is working on a replacement in response to Notre Dame's departure.

**Glenville State University Board of Governors
Meeting of May 1, 2024**

ACTION ITEM: Program Reviews

COMMITTEE: Academic Affairs

RECOMMENDED RSOLUTION: Be it RESOLVED that the Board of Governors approves the Program Reviews for the following programs:
Bachelor of Science in Natural Resource Management
and Bachelor Arts/Bachelor of Science in
Interdisciplinary Studies.

STAFF MEMBER: Dr. Mari Clements

BACKGROUND:

Each institutional governing board has the responsibility to review at least every five years all programs offered at the institution of higher education under its jurisdiction and in the review to address the viability, adequacy, necessity, and consistency with mission of the programs to the institutional master plan, the institutional compact, and the education and workforce needs of the responsibility district.



PROGRAM REVIEW
Bachelor of Science
Natural Resource
Management

2024

200 High Street, Glenville, West Virginia 26351

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<http://www.glenville.edu>

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Executive Summary
Bachelor of Science
Natural Resource Management
Department of Land Resources, Glenville State University

Name and Degree Level of Program

Natural Resource Management Baccalaureate Degree

Synopsis of significant findings

- a. The Bachelor of Science Natural Resource Management (NRMT) program in the Department of Land Resources at Glenville State University fulfills its goal of graduating highly competent individuals in the natural resource management field. The Program employs a unique multidisciplinary approach combining science, technology and application. The Program is extremely pertinent because natural resources are connected to the economy of West Virginia and the region, and a high demand exists for graduates with an education in natural resource management. Six majors within the degree allow students to specialize in different areas of natural resource management. Majors include Criminal Justice, Energy & Land Management, Environmental Science, Forest Technology, Land Surveying Technology, and Wildlife Management. Further flexibility is integrated into the Program with Block Electives from which the student may choose. Graduates gain employment in industry and government sectors.

- b. Faculty
The NRMT had six full-time faculty positions, adjuncts and part-time faculty as needed, and an academic laboratory teaching assistant during the review period. Of the six full-time faculty members, 50% possess a Ph.D. Of the remaining three members, one has a Master's degree, one has a Juris Doctorate, and one has an Associate's degree. Since a Master's degree is considered a terminal degree in land surveying, 83% of the faculty members possess terminal degrees. Fifty percent of the faculty members are tenured. Of the tenured faculty, one is a professor, and two are associate professors. Of the faculty members who have not yet obtained tenure, two are assistant professors, and one is a lecturer.

- c. Resources
Funding is provided by the state, tuition monies, external grants, and donations. This allows the Program to provide current technology and equipment to this applied field. The Department of Land Resources currently occupies a portion (18,000 ft²) of the Waco Center. The location, adjacent to the College Forest, is ideal for hands-on laboratory exercises.

Plans for Program Improvement

Program improvement focuses and will continue to focus on curriculum, retention, recruiting, and funding.

Results from the yearly NRMT assessment have been applied to improving coursework and the curriculum to ensure student accomplishment of learning objectives.

The Department actively works to recruit new students. In addition to efforts related to the Admissions Office, the Department focuses on career fairs and public events with a natural resource management theme. These efforts will be continued. Retention activities are coordinated with the College and include early intervention, grade reporting, tutoring assistance, and faculty advising.

Opportunities for additional external funding will continue to be explored, as well as interactions with industry. External grants and donations assist the Department of Land Resources with purchasing and maintaining equipment that is essential to the applied disciplines.

Identification of weaknesses or deficiencies from the previous review

There were two concerns raised by the independent reviewer during the last program review. First, was the need for more real world or practical experience by the faculty. This concern was addressed by encouraging faculty to attend more trainings, as well as, our surveying faculty forming their own private company to provide surveys to central West Virginia.

The second concern raised was that a few graduates lacked the ability to effectively identify trees and write technical reports. This was addressed by instituting more technical report writing throughout the curriculum, as well as providing tutors for students struggling with tree identification.

Five-year trend data on graduates and majors enrolled

The fall enrollment data indicate that the number of Natural Resource Management majors has risen slightly from 87 in the 2018/2019 academic year to 100 in the 2022/2023. academic year. The number of graduates has remained stable with an average of 15.6 per year. There is capacity to increase the number of majors in each the NRMT majors. Efforts to increase recruitment and retention of students are ongoing.

Year	Number of Majors	Number of Graduates
2018-2019	87	19
2019-2020	91	15
2020-2021	76	16
2021-2022	80	16
2022-2023	100	12

Summary of assessment model and how results are used for program improvement

Program assessment occurs throughout the curriculum. Assessment includes evaluation of

- 1) Learning objectives and skill components in midpoint, capstone and select courses;
- 2) Summer work experience employer evaluations;
- 3) Student exit surveys; and
- 4) Advisory committee input

Student achievement of learning objectives is assessed in the major specific gateway courses (CRJU 232 for Criminal Justice, ENVR 193 for Environmental Science, FRST 293 for Forestry, LAMN 293 for Energy and Land Management, LAND 293 for Surveying, and FRST 201 for Wildlife Management), and a capstone course for all majors (NRMT 493). Additional courses are utilized as appropriate to ensure that all learning objectives are assessed (Appendix IV). The capstone course integrates materials learned from the entire curriculum and includes the evaluation of previously assessed skills. Students are required to complete a semester-long management plan that requires knowledge of the hard sciences, social sciences, management and economics. Capstone assessment involves whether a student obtains a 'C' or better on the management plan. Rubrics have been developed to assess particular assignments, enabling comparisons over time.

Data on student placement

The graduate survey for this program review was conducted using Survey Monkey and the was sent via email to all 86 graduates for whom a valid email address was available. A total of 27 responses were received for a response rate of 31%. 74% of graduates obtained a job in their field, whereas 26% did not. The graduates not working in their field were gainfully employed in other occupations.

Bachelor of Science

Natural Resource Management

A. Mission

The mission of the Natural Resource Management program supports the mission of the University through excellent education, career training, and application of principles in science and management.

1. Program Mission

The Natural Resource Management Program endows graduates with the knowledge, analytical and practical skills, and decision-making competencies to act as stewards of renewable resources. Students receive instruction on ecosystem function, environmental assessment and conservation of resources, and apply these competencies by means of project-based exercises. Graduates are prepared to manage natural resources based on educational excellence in basic and applied sciences.

2. Glenville State University Mission

Glenville State University prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.

B. Faculty

The Department had six full-time faculty positions, adjuncts and part-time faculty as needed, and a full-time academic laboratory teaching assistant. Of the six full-time faculty members, 50% possess a Ph.D. Of the remaining three members, one has a Master's degree, one has a Juris Doctorate, and one has an Associate's degree. Since a Master's degree is considered a terminal degree in land surveying, 83% of the faculty members possess terminal degrees. Fifty percent of the faculty members are tenured. Of the tenured faculty, one is a professor, and two are associate professors. Of the faculty members who have not yet obtained tenure, two are assistant professors, and one is a lecturer.

1. Full-Time Faculty

The faculty composition reflects the major disciplines within Natural Resource Management. The Forestry faculty currently includes Dr. Brian Perkins and Dr. Rico Gazal. Mr. Doyle Hupp and Mr. Thomas Snyder also contributed to the Forestry program during part of this review period. The Land Surveying faculty currently includes Mr. Doyle Hupp and Mr. Jacob Petry. One faculty member (Mr. Rick Witte) has left the department since the last program review. Mr. Adam Black teaches Energy & Land Management courses as well as some Natural Resource Management courses and survey law. Dr. Nabil Nasserri replaced Dr. Allyson Degrassi and teaches courses in the environmental science program and the new Wildlife Management program. Detailed vitae are provided in Appendix I.

Dr. Brian R. Perkins is a tenured Associate Professor of Forestry and has worked in the Department since 2009. He earned a Doctorate in Forestry and Forest Products from Virginia Tech University. Dr. Perkins currently serves as Program Head for the Forest Technology Program.

Dr. Rico M. Gazal, Professor of Forestry, is tenured and has taught at Glenville State University since 2005. He served as Department Chair during part of the review period, from fall 2019 to spring 2023 (four academic years). He has a Ph.D. in Forest Resources from Mississippi State University. Dr. Gazal is a Registered Forester in West Virginia.

Mr. Adam J. Black is an Associate Professor of Energy & Land Management. He joined the Department in Fall 2013. He received a Juris Doctorate from the Appalachian School of Law in 2010. He is the current Department Chair and has been since Spring 2023.

Mr. Doyle Hupp, Jr. is a Lecturer of Land Surveying and joined the Department in Fall 2019. He earned an Associate of Science in Land Surveying in 1982 from Glenville State University. Mr. Hupp is a licensed Professional Surveyor in West Virginia and has maintained licensure since 1987. He is currently the Program Head for the Land Surveying Program.

Dr. Nabil Nasserri, is an Assistant Professor of Natural Resource Management. He earned a Ph.D. in biology from the University of Vermont in 2018. Dr. Nasserri currently serves as Program Head for the Environmental Science Program.

Mr. Jacob Petry, Assistant Professor of Land Surveying, joined the Department full-time in the Spring of 2022 and was an adjunct for the Department in the Fall of 2020 and Fall of 2021. He earned a Masters in Engineering Technology in 2023. Mr. Petry is a Surveyor Intern in West Virginia and a student in a Doctor of Engineering program at the University of Maine.

The role of faculty members in Natural Resource Management is consistent with the University, encompassing approximately 60% teaching, 20% professional development, and 20% service. The majority of courses in Land Resources are hands-on laboratories. Consequently, average contact hours are high.

Faculty members, as appropriate, maintain their professional credentials. Eight professional development hours are required for surveying licensees per year, and 10 CEUs for foresters. Further, faculty members attended workshops and conferences involving professional development and/or scholarship during the review period. The faculty are also active in their professions, including publication, presentations, and participation in professional organizations (Table 1).

Table 1. The Natural Resource Management faculty professional contributions 2018-2023.

Activity	Number
Publications	3
Presentations	18

Service is also a significant component of faculty workload. Faculty members advise students and contribute to recruiting and retention. Four faculty members serve as advisors for student organizations. The student groups are social but include a service component. Students, for example, participate in Adopt-a-Highway, maintain trails, facilitate an annual golf tournament for industry partners and alumni, and decorate campus for holidays. Faculty participated in 14 University committees, including Assessment, Academic Appeals, Faculty Senate, and Academic Policy. In terms of professional service, faculty belong to 24 different professional organizations. Faculty members also participate in community service, which encompasses a wide array of activities.

2. Adjunct Faculty

Adjunct faculty members have been used to fill particular needs, mainly, departmental needs are related to Environmental Science and Land Surveying courses. The following individuals have assisted the Department as adjunct faculty members during the review period:

Mr. Christian Degrassi, Master of Arts in Geography from Appalachian State University, taught Hydrology, Drainage, and Subdivision Design during the Fall 2018 semester.

Mr. Jacob Petry, Master of Science in Engineering Technology from the University of Maine, and a licensed drone pilot, taught Introduction to Drone Technology during the Fall 2020

semester and Introduction to Drone Technology, Computer Assisted Mapping, and Remote Sensing and Aerial Photo Interpretation during the Fall 2021 semester.

3. Staff

The Department of Land Resources also has a full-time Academic Teaching Assistant, Mr. Thomas Snyder, who assists faculty members and students in and out of class and teaches lower-level forestry courses. Mr. Snyder has a Bachelor of Arts in Business Administration and an Associate of Science in Forest Technology and Land Surveying Technology from Glenville State College. He is a registered forester in West Virginia. Mr. Snyder has served as the teaching assistant since 1984.

A full-time administrative assistant, Mrs. Pamela Brown, provided primary administrative support to the Department (as well as to two other departments). The centralized nature of administrative support allows for additional assistance from other Academic Affairs employees as needed.

C. Curriculum

During the review period, the Natural Resource Management Program consisted of The First Year Experience (GSC 100, 1 credit hour), General Education Requirements (39 credit hours, Table 2), Core courses (29 credit hours, Table 3), Block and Restricted Block electives (5-26 credit hours depending upon the majors, Tables 4 and 5), and one of six majors (32 - 44 credit hours; Criminal Justice, Energy & Land Management, Environmental Science, Forest Technology, Land Surveying Technology, and Wildlife Management). The Natural Resource Management Core provides students with a breadth in natural resource management, encompassing computer science, environmental science, ecology, management, mapping, and geographic information science. During this review period the Wildlife Management major was created and began during the 2020-2021 academic year.

The different majors enable students to gain depth of knowledge in a particular discipline. Criminal Justice serves students interested in becoming conservation officers or related careers. Energy and Land Management involves surface and mineral ownership, regulations, permitting and rights-of-way. Environmental Science is one of the broadest majors, encompassing the other disciplines and issues of sustainability, environmental assessment, compliance, and restoration. Forest Technology and Land Surveying Technology use the Associate degrees as the major requirements, allowing seamless transition from the two-year programs into the four-year Natural Resource Management Program. Lastly, Wildlife Management involves the habitat and ecological requirements of important game, as well as identifying flora and fauna endemic to the Appalachian region. Specific requirements for each of the majors are provided in Appendix II.

Table 2. General Education Requirements (39 credit hours currently; particular majors may delineate specific courses)

Dept	CRS	Title	Credit hours
THE HUMANITIES			15
CART	101	Intro to Public Speaking	3
ENGL	101	Critical Reading and Writing I	3
ENGL	102	Critical Reading and Writing II: American Mosaic	3
Any one of the following survey of literature courses			3
ENGL	203	Survey of English Literature I	
ENGL	204	Survey of English Literature II	
ENGL	205	Survey of American Literature I	
ENGL	206	Survey of American Literature II	
ENGL	208	Survey of Hispanic Literature	3
One of the following survey courses			3
FNAR	100	Introduction to Fine Arts	
THE NATURAL SCIENCES AND MATHEMATICS			11
One of the following math courses			3
MATH	106	Finite Mathematics	
MATH	110	The Nature of Math	
MATH	115	College Algebra (or higher course number)	
Any two of the following courses			8

BIOL	120	Principles of Biology I	
BIOL	121	Principles of Biology II	
CHEM	101	General Chemistry I	
CHEM	102	General Chemistry II	
ENVR	101	Environmental Science	
PHYS	201	General Physics I	
PHYS	202	General Physics II	
PHYS	209	General Geology	
SCNC	101	Earth Science	
THE SOCIAL SCIENCES			9
Six hours from the following			6
HIST	201	History of World Cultures I	
HIST	202	History of World Cultures II	
HIST	207	U. S. History to 1877	
HIST	208	U. S. History Since 1877	
POSC	203	American National Government	
Three hours from the following			3
ECON	201	Principles of Microeconomics	
ECON	202	Principles of Macroeconomics	
GEOG	203	World Regional Geography	
PSYC	201	General Psychology	
SOCL	205	Principles of Sociology	
SOCS	225	Introduction to Global Studies	
HEALTH AND PHYSICAL EDUCATION			1
PED	201	First Aid and Safety	1
TECHNOLOGY			3
CSCI	101	Computing Concepts	3
TOTAL			39 hours

Table 3. Natural Resource Management Core (29 credit hours)

Dept	CRS	Title	CR hours
BIOL	400	Ecology and Field Biology	4
ENVR	352	Air/Water/Soil Quality	4
ENVR	393	Environmental Compliance	3
MGMT	201	Principles of Management	3
MGMT		Elective (300-400 level)	3
NRMT	125	Computer Assisted Mapping	3
NRMT	201	Forest Ecology	3
NRMT	234	GIS Applications I	3
NRMT	493	Natural Resource Management	3

Major requirement hours required vary by program area from 32-43.

Table 4. General Block Electives (upper-level electives; hours required vary by program area from 8-15 credit hours)

Dept	CRS	Title	CR hours
BIOL	305	General Botany	4
BIOL	335	Cell Physiology	4
BIOL/NRMT	351	Flora of West Virginia	3
BIOL	361	Microbiology	4
BIOL	371	Evolution	4
BIOL	399	Special Topics and Problems	1-3
BIOL	456	Genetics	4
BIOL	460	Physiological Ecology	4
BIOL	470	Conservation Biology	4
BUSN	470	Business Law	3
ENVR	351	Soil Science	3
HIST	303	West Virginia History	3
LAND	335	Hydrology, Drainage and Subdivision Design	3
MGMT	383	Labor Management Relations	3
MGMT	384	Human Resource Management	3
MGMT	402	Entrepreneurship	3
MGMT	484	Organizational Behavior	3
MGMT	487	Operations Management	3
NRMT	311	Natural Resource Permitting	3
NRMT	312	Sustainable Trails Design & Construction	3
NRMT	334	GIS Applications II	3
NRMT	389	Community Service	1-3
NRMT	397	397 Work Experience II	1-4
NRMT	399	Special Topics & Problems	1-3
NRMT	410	Energy Resource Law	3
NRMT	499	Individual Research Problems	1-3
PHYS	310	General Astronomy	4
SAFE	327	Legal Aspects and General Safety	2
STAT	361	361 Introduction to Statistical Analysis	3
WLMT	301	Wildlife Law & Policy	3
WLMT	302	Wildlife Habitat Management	3
WLMT	404	Mammalogy	4
WLMT	493	Wildlife Techniques	3

Table 5. Restricted Block Electives (lower-level electives; hours required vary by program area 0-5 credit hours)

Dept	CRS	Title	CR hours
ACCT	231	Principles of Accounting I	3
ACCT	232	Principles of Accounting II	3
BIOL	120	Principles of Biology I	4

BIOL	293	Techniques of Science	2
BIOL	314	Zoology	4
BUSN	100	Intro to Business	3
BUSN	193	Applied Business Communications	3
BUSN	230	Quantitative Business Analysis I	3
BUSN	270	Business Law I	3
CHEM	293	Techniques of Chemistry	1
CRJU	111	Intro. to Criminal Justice System	3
CSCI	260	Management Information Systems	3
ECON	201	Principles of Microeconomics	3
ECON	202	Principles of Macroeconomics	3
FRST	108	Dendrology I	1
FRST	109	Dendrology II	1
FRST	110	Dendrology III	1
FRST	202	Forest Recreation and Wildlife Management	3
FRST	203	Forest Entomology & Pathology	3
GEOG	203	World Regional Geography	3
GEOG	204	Physical Geography	3
LAMN	193	Principles of Energy & Land Management	3
LAMN	293	Landman Titles & Abstracting	3
LAND	121	Intro. to Land Surveying	3
LAND	123	Land Survey Descriptions-Interpretations & Writing	2
LAND	124	Land Survey Boundary Law	3
LAND	244	Remote Sensing and Aerial Photo Interpretation	1
MATH	202	Calculus I	4
MATH	256	Probability and Statistics I	3
MRKT	201	Principles of Marketing	3
PHYS	201	General Physics I	4
PHYS	202	General Physics II	4
PHYS	209	General Geology	4
SCNC	101	Earth Science	4

D. Resources

The University provides resources to the NRMT program through financial support and facility allocations.

1. Financial

Budgets at Glenville State University are developed at the Department and Institutional levels each year. The Department of Land Resources receives overall institutional support for faculty and staff salaries, facility operations, library and media acquisitions. Funds received from the University for the educational budget of the Department of Land Resources is \$12,000 per year and \$30,000 per year for the operational budget. Funds from the educational budget are used for class-related expenses (including some equipment), student conference attendance and transport, and other educational supplies. Funds from the operations budget are used for purchasing and maintaining equipment, office supplies, and selected faculty conference attendance and travel.

In the academic year 2020-2021, all Administrative Assistants were pooled in the Office of Academic Affairs. Currently, the administrative assistant secretary assigned to the Department also attends to two other academic departments. Although additional assistance is provided by the entire Academic Affairs staff, student workers located in the Department are also funded through the University to address additional office needs. In addition, student tutors selected by the Department are housed in and funded by the University's Academic Success Center.

Grants, external funds, donations, and fund-raising supplement the University funding. The Department has utilized an annual golf tournament and GSU Day of Giving as fundraisers. These fundraisers have been a significant source of money to purchase additional equipment for the Department. Special revenue funds, e.g., selling timber harvested as part of classwork, also help purchase and maintain equipment. The department has also successfully acquired funding support from agencies such as Appalachian Regional Commission, EQT Foundation, First Energy, NASA West Virginia Space Grant Consortium, Weyerhaeuser, WV Higher Education Commission Division of Research, and other private donors. The Department periodically received grants from ESRI (Environmental Systems Research Institute Inc.) and Carlson to upgrade the GIS (Geographic Information Systems) and Carlson Survey (IntelliCAD) software, respectively.

The Department recently received \$885,000 appropriation from Senator Joe Machin in 2023 through the Senate Appropriations Committee to improve the classroom and field technologies in the NRMT curriculum. The new technologies include a passenger van; large machines such as skidder, dozer, tractor and seeder; spatial technologies for mapping, timber cruising and land surveying such as data collectors; handheld GPS with survey grade accuracy, total stations, and LiDar.

A separate university-wide professional development fund provides faculty professional development. The university has budgeted approximately \$15,000 – \$20,000 to support faculty professional development university-wide. There are 15 scholarships that are available

specifically to Natural Resource Management students, in addition to general financial aid and other scholarship opportunities.

2. Facilities

The University provides ample facilities for the NRMT program. Examples include outdoor laboratories, classrooms and equipment, student transportation, and library resources.

a) Outdoor Laboratories

The outdoor laboratories and school forest at Glenville State University support the entire Department and its 6 majors in the BS NRMT program. The University owns approximately 364 acres within 2 miles of the Waco Center. All of the properties are available at all times and are utilized extensively in the NRMT courses. The Department of Land Resources at Glenville State University has six parcels of land within a 10-mile radius of the Waco Center for use in outdoor laboratory instructions:

1. Forest tract east of the Waco Center
2. Forest tract west the of Waco Center
3. The University Forest (Reed farm property)
4. Cedar Creek State Park
5. Hardman Tract
6. Arbuckle properties

All of the properties mentioned above are available for outdoor laboratories that allows for optimal field experience. The 26-acre forest tract north and east of the Waco Center is a portion of a 127-acre tract of land owned by Glenville State University. The tract is adjacent to the Waco Center, thus allowing quick visits by foot during classroom and laboratory exercises.

The forest tract west of the Waco Center is also a portion of a tract of land owned by Glenville State University. The 32 acres of forest land includes a mixed hardwood stand on an eastern aspect, a 2-acre 40-year-old Norway spruce stand, a west-facing slope of mature timber, and old fields with walnut and plantations of loblolly pine. This stand is also very accessible from the Waco Center and provides a variety of stands and mature timber for harvesting.

The Reed farm property is a 237-acre tract owned by Glenville State University that consists primarily of early to mid-successional forest on old pasture lands which was previously used in an agriculture program. There are several forest stands on this property located two miles from the Waco Center. The area includes the location of the shop and sawmill and has been used extensively for laboratory projects in the Forest Technology and NRMT programs.

Cedar Creek State Park is in the West Virginia state park system and is used primarily for Dendrology classes. Many stands support older timber, which provide slightly different sized trees than what is normally found in other areas. The park is located approximately seven miles south of Glenville.

The 135-acre Hardman tract of land was given to Glenville State University in the spring of 2006 for use for the Land Resources and Biology Departments. It is located about 10 miles west of Glenville and has excellent access.

The Department has access to the Arbuckle Trust properties, consisting of several forest tracts totaling approximately 2500 acres within 5 miles of Glenville State University. Glenville State University has a Memorandum of Understanding outlining how the Department can utilize the properties for educational purposes.

b) Classrooms & Equipment

The second floor of the Waco Center houses the Department of Land Resources classes except the general education courses. The building has seven classrooms. All classrooms are equipped for PowerPoint presentations, online Teams and Zoom meetings and presentations, audiovisuals, and other instructional equipment such as document cameras. Men's and Women's locker rooms, showers, and equipment storage areas are also located on this floor. A student break room, faculty and staff offices, a conference room, and the department library are also on this floor.

The majority of the Department's classes average 10 to 20 students. Each of the seven classrooms is designed to hold at least 25 students, and three classrooms will seat 50 students for lectures. One classroom (A245) has been designated as a computer lab with 24 computers and two printers.

The Department has dedicated equipment rooms for the Forest Technology, Land Surveying and Environmental Science programs. The 25' x 9' equipment room is adequate to store the equipment. It houses the equipment and tools that are utilized in class. The equipment is available for laboratory classes, practice, or research projects. Students are required to sign out a piece of equipment. Two Forest Technology courses loan a set of forestry equipment to students throughout the semester through a grant from Weyerhaeuser. The current equipment supply is adequate; however, more state-of-the-art equipment will be necessary to attract future students and impress the industry. Should a piece of equipment be needed or repaired, the faculty member requests it, and, the department chair and secretary handle the purchasing paperwork.

A metal storage building measuring 36' x 60' is located on the university farm property. This building houses two dozers, a portable sawmill, a skidder, an all-terrain vehicle, hand tools, herbicide equipment, sprayers, hydro seeders, tools, and other class-related equipment and supplies. The storage building is currently not enough to store large equipment and tools as we upgrade our existing timber harvesting machines. The storage unit is mainly utilized in the Timber Harvesting Techniques class. It is also used for storage for other programs within the Department.

c) Audio/Video & Instructional Materials

A majority of the instruction or reference material for a class is supplied through lecture handouts, lab handouts, identification keys, readings, or other instructional materials provided by the instructor. It is the responsibility of individual instructors to provide students with the most accurate, current, and useful information to facilitate the learning process. Instructional materials are reviewed annually to ensure they are current and represent current information for their specific application.

In many cases, each instructor creates and maintains PowerPoint presentations which are the basis for the lectures and lecture handouts. The course materials are available and used via the online course management system, which is currently Brightspace. In general, lab sections or strictly lab classes (with no lecture component) do not usually have PowerPoint lectures or lecture handouts. The use of audio/visual materials such as videos occurs in certain classes and is up to the judgment of the faculty.

A computer lab housed in the Waco Center is dedicated to the use of students in the Department. All 24 computers are connected to the internet and are installed with the most updated ArcGIS and Carlson Survey software, utilized in computer assisted mapping and various NRMT courses. Students have full access to the computer lab when it is not used for class. There are five additional computers and a printer in the library that may be used by students as well. The Department also has 5 laptop computers that students can use for their classes. Aside from GIS and CAD courses, the computer lab is also used extensively for writing lab reports for various classes.

The Department utilizes a network hard drive for electronic file storage. This network drive is shared with students so that instructors can provide files, data, or information that can be accessed and downloaded within the computer lab. Common instructional materials provided by the instructor include GIS files, instructions for lab projects, raw data and reference materials.

d) Student Transportation

Instructors transport students in vehicles owned by the Department. The Department of Land Resources owns and maintains two 15-passenger vans that are used for routine laboratory projects and field trips. The Department also owns and maintains a four-wheel drive pickup truck and a Chevy Suburban used primarily for local trips to the University forest. The Department controls the use of the four vehicles, and faculty and staff coordinate the use of the vehicles. Generally, the vehicles are reserved for field trips on a first-come, first-serve basis. The University covers gas and maintenance for the vehicles and other travel related expenses are covered by the department

e) Facilities Arrangement

All Department courses are taught in the Waco Center, located approximately one mile north of the main campus. The Waco Center was built in 2013. Most non-major university courses are taught on the main campus. Although the Waco Center is separate from the main campus, students are provided transportation by a university shuttle van and student parking is available at both locations.

Ample fire extinguishers, as well as an AED, are present in the building, and fire drills and evacuation maps acquaint students with proper evacuation techniques and routes. Classrooms and hallways are large enough to permit quick evacuations. All exit doors are marked, and the building is equipped with heat and smoke detectors and a sprinkler system attached to a central campus alarm system. In addition to the fire safety rules, all hazardous chemicals are stored in separate storage facilities and are only used in the classroom or laboratory under the instructor's direct supervision.

f) Library Facilities

The Robert F. Kidd (RFK) Library on the main campus provides access to a broad range of information resources supporting research and the curriculum. Library collections include electronic resources, print, audiovisuals, databases, mixed media and archival materials. According to a search conducted by the library staff, approximately 1,025 print books, 311 E-books, and 28 videos are considered natural resources subject matter or closely related fields. Library staff members assist patrons in-library use, assignments and research needs. The Library's website allows access to various online resources, including the online catalog, numerous databases and WVDeli. The digital resources provide information from thousands of journals, newspapers, eBooks, and other types of specialized information. WVDeli provides checkout/download of a rapidly growing collection of eBooks, audiobooks, music albums and videos. Online resources can be accessed on and off campus. Materials unavailable can often be obtained from other libraries through interlibrary loans (ILLs).

The RFK Library also possesses periodical titles that are related to our majors. Journals are primarily accessible by way of databases. Twenty-seven databases encompass natural resources-related topics. Approximately 203 periodicals are available through these databases. Faculty members within the Department of Land Resources periodically request that the RFK Library purchase materials to add to the collection. The Department Chair receives these requests and, upon approval, are sent to the Director of the Library for purchase. The library has acquired electronic access to certain journals and related periodicals. Faculty can now download these articles to read offline.

In addition to the main RFK Library, the Department of Land Resources has a separate library within the Waco Center. The Land Resources library is open, at minimum, from 8:00 a.m. to 4:00 p.m. Monday through Friday unstaffed. The library houses an archive of federal and state publications, limited periodicals, textbooks, and other references. For example, the collection includes research publications, agricultural handbooks, general technical reports, research notes and technical bulletins. These publications were received from the Northern Research Station, the Southern Research Station, the Pacific Northwest Research Station, and state bulletins.

E. Student learning outcomes

The General Education learning outcomes enable graduates to succeed in the complex, globally integrated, changing world. Students:

1. Demonstrate effective written and oral communication skills.
2. Demonstrate the ability to think critically and analytically and to formulate informed, reasoned opinions.
3. Demonstrate a logical approach to solving mathematical problems.
4. Logically apply scientific concepts and methods.
5. Respond critically and aesthetically to literary and artistic works.
6. Demonstrate an understanding of cultural diversity and societal processes in current and historical contexts.
7. Demonstrate proficiency in use of technology.

Program-specific student learning outcomes have been developed to ensure that graduates possess the content knowledge and applied skills to excel in natural resource management. These outcomes build on skills and analytical thinking achieved by the general education curriculum. A graduate of the Natural Resource Management Program will:

1. Describe the air, water, and soil as components of the environment, and recognize human impacts on those resources.
2. Evaluate economic, political and social processes in the use and sustainable development of natural resources.
3. Summarize the major state and federal environmental laws and regulations.
4. Interpret and utilize geospatial and surveying data in natural resource management.
5. Apply methods for management of sustainable resources.
6. Develop natural resource management plans including schedules, budgets, quality assurance, and health and safety, and communicate plans to diverse audiences.

F. Other learning and service activities

Class projects include inquiry-based or practical, hands-on exercises that replicate real-life experiences. Additional learning opportunities include service-learning, work experience, research, special topics and problems, community service, student organizations, and tutoring. Service-learning provides real-world application of knowledge and skills inside and outside of the classroom. Projects have included, for example: timber inventories and appraisals, property surveys, tree planting projects, prescribed burns, field trips, and firewood cutting.

In the Natural Resource Management (NRMT) Program, students are required to enroll in work experience for all majors. Typically, students work eight hours per day for eight weeks in one summer. This allows the students to apply the principles and skills learned in classes to the workplace. Thus, students experience their possible future careers since this work experience often leads to full-time employment. On average, 13 students enroll in work experience per year.

Faculty members also offer research opportunities for students. Students gain content knowledge, experience with the scientific process and statistical analysis, and communication skills through their research. Occasionally, in conjunction with external funding, Natural Resource Management faculty members have offered summer research and research experiences. 12 sections of Individual Research Problems (NRMT 499) have been offered during the review period, with 20 students taking advantage of this opportunity.

Applicable offerings of Special Topics and Problems, e.g., from the Departments of Land Resources and Science and Math, have been accepted as block electives. Such courses have included GPS Control Networks, Biology of Development, Dendrochronology, Tree Water Use, Evolution, and Ornithology. These courses offer a more varied background to Natural Resource Management students and allow for expanded depth of knowledge.

In alignment with the University mission, course credit is offered to students for community service (NRMT 389). Community service is supervised by a Land Resources faculty member each semester. On average 9.2 students enrolled in the course each semester. For each credit hour, students are required to complete 3 hours of service per week during the 15-week semester.

Three student organizations exist within the Department. The Forestry Club, Glenville Environmental Science Club, and Land Surveying Club. Student groups provide students with additional opportunities to interact socially, perform community service, and assist each other academically. The Environmental Science Club has been very active in working within the community. For example, the Environmental Science Club repainted the signs and flower boxes next to the recycling bins in town. The Environmental Science and Forestry clubs also participated in a highway clean up with the Gilmer-Lewis County Solid Waste Authority and the Adopt a Highway Program.

Students presented the results of their research and course projects in several scientific meetings such as EnerGIS Conference, Undergraduate Research at the Capitol, WV Academy of Science,

and GSU's Pioneer Showcase. In addition, one of our students enrolled in the Honors Program also discussed his research on [WV Public Broadcasting](#).

Invited guest speakers are a part of courses covering a wide array of topics in forestry, ecology, energy, environment and land surveying. The Department hosted seven seminars, in 2019-20, five in 2020-21, 14 in 2021-22, and 22 in 2022-23 on various topics such as forestry, ecology, environmental science, oil and gas, and surveying from state, federal and private agencies as speakers.

The Department engages in education abroad efforts that allow students and faculty to participate in international education around the world. In summer 2022 and 2023, Dr. Gazal visited the University of the Philippines Los Banos College of Forestry and Natural Resources and Southern Luzon State University with three and four students, respectively, to visit ecological sites and conduct a short forest ecology research. Mr. Petry joined the group in 2023 and made two survey-related presentations. This is part of an on-going Memorandum of Agreement of GSU with these universities.

A Collaborative Online International Learning project was implemented in collaboration with Universiti Tun Hussein Onn Malaysia, Southern Luzon State University and University of the Philippines in Fall 2019 and Fall 2022 to enhance learning and international experience of students about the global impacts of invasive plants and natural resource management. In Spring 2021, the Department of Land Resources hosted two scientists from the University of the Philippines to conduct lectures and seminars on tropical biodiversity and ecotourism.

There were several external grants acquired during this review period from six separate state, federal and private sources. The HEPC Instrumentation Grant provided the Wildlife Management students the opportunity to learn how to use hand-held radio telemetry equipment to track and locate radio tagged animals and also how to use radio signals to triangulate the location of the tracker over long distances. The grant from WV Higher Education Policy Commission was used to travel to the Philippines to explore partnerships with different universities for student and faculty exchange. Several grants from EQT Foundation were used to promote STEM education in WV through the NRMT program. The Department also received a grant from Appalachian Regional Commission to train personnel working in forestry-related agencies in WV. An instrumentation grant was also received from Weyerhaeuser to purchase dendrometers and hypsometers for Forest Measurements courses. Finally, the department received FY23 Congressional Directed Spending to modernize technologies that are used in the natural resource management program.

Faculty and students have also been engaged in community-oriented events. For example, faculty and Environmental Science students participated at "World Water Day" at Leading Creek Elementary. Students and faculty set up a water quality station for students to learn about the water cycle and aquatic invertebrates.

G. Viability

The Natural Resource Management program began in the 2004-2005 academic year. The Program enabled students to integrate multiple disciplines into a single program and prepared students for careers in natural resource management. Further, the Program allowed for seamless continuation from the associate degree programs to the four-year baccalaureate program.

1. Majors and Graduates

In the review period a total of 434 students pursued the NRMT B.S. and 78 graduated with this degree (see Table 6 below).

Table 6. Number of NRMT (Fall count) and Graduates

Year	Number of Majors	Number of Graduates
2018-2019	87	19
2019-2020	92	14
2020-2021	94	16
2021-2022	87	16
2022-2023	81	12

Table 7. Number of NRMT Majors (Fall count) and Graduates (in parentheses) by Major

Major	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Criminal Justice	9 (2)	17 (3)	12 (2)	14 (3)	10 (2)
Energy & Land Management	7 (1)	6 (0)	5 (1)	2 (0)	1 (0)
Environmental Science	16(3)	15 (2)	15 (2)	14 (3)	16 (2)
Forestry Technology	24 (8)	26 (5)	25(7)	24 (6)	22 (5)
Land Surveying Technology	31 (5)	28 (4)	26 (4)	23 (4)	17 (2)
Wildlife Management			11 (0)	10 (0)	15 (1)

2. Course Enrollment

Courses in the NRMT core are offered, at minimum, once per year. In addition, most courses in the majors are offered once per year. Courses not offered every year are offered every other year or on an irregular rotation. Scheduling is a result of enrollment numbers and faculty workloads. Enrollment data for the past five years are summarized in Appendix III.

3. Projections

The projected average national employment change from 2022 – 2032 for jobs in the NRMT fields are expected to grow at a rate of 4% as compared to a rate of 3% growth in all other occupations (Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2023, visited December 14, 2023). The highest demand are positions in Environmental Science (6% growth) and Surveying & Geographic Information Systems (5% growth).

Table 8. National occupational outlook for NRMT careers

Occupation	Median Pay (per year)	Employment Outlook (2022-2032)
Environmental Scientist & Specialist	\$76,480	6% growth
Forester	\$64,220	4% growth
Surveyor	\$63,080	5% growth
Cartographers & Photogrammetrists (GIS & Aerial Mapping)	\$71,890	6% growth
Conservation Scientist (Wildlife Manager)	\$64,460	3% growth

Occupational Outlook Handbook, 2023 (US Bureau of Labor Statistics).

In addition to worker demand, the number of high school students graduating will also influence future enrollment numbers. The 57th edition of Projections of Education Statistics to 2021 (The National Center for Education Statistics) forecasts a decline in high school graduates in West Virginia. The decline from 2012-2013 to 2030-2031 is projected to be around -5%. Recent efforts to expand interaction with Career Centers offering NRMT Programs or related disciplines may help offset the decline in high school graduates by capturing students that traditionally did not continue onto college. Further, the University has undertaken several initiatives to recruit and retain non-traditional and out-of-state students, which will also improve enrollment.

The Department of Land Resources works actively to recruit new students into the NRMT Program. In addition to working with the Admissions Office, the Department has a recruitment display that is set up at a large number of events. These events focus on natural resources, such as West Virginia Forest Festival, Chestnut Festival, Independent Oil and Gas Association of WV meetings, Southeastern Ohio Independent Oil and Gas Association meetings, Envirothon, and the International Right of Way Association Annual International Education Conference.

H. Program improvement

Program improvement has focused on, and will continue to focus on, curriculum, retention and recruiting, and external funding.

1. Curriculum

Program improvement occurs every year with the submission and review of our annual NRMT assessment report.

a. Program Assessment

Program assessment occurs throughout the curriculum. Assessment includes evaluation of

- 1) Learning objectives and skill components in midpoint, capstone and select courses;
- 2) Summer work experience employer evaluations;
- 3) Student exit surveys; and
- 4) Advisory committee input

Student achievement of learning objectives is assessed in the major specific gateway courses (CRJU 232 for Criminal Justice, ENVR 193 for Environmental Science, FRST 293 for Forestry, LAMN 293 for Energy and Land Management, LAND 293 for Surveying, FRST 201 for Wildlife Management), and a capstone course for all majors (NRMT 493). Additional courses are utilized as appropriate to ensure that all learning objectives are assessed (Appendix IV). The capstone course integrates materials learned from the entire curriculum and includes the evaluation of previously assessed skills. Students are required to complete a semester-long management plan that requires knowledge of the hard sciences, social sciences, management and economics. Capstone assessment involves whether a student obtains a 'C' or better on the management plan. Rubrics have been developed to assess particular assignments, enabling comparisons over time.

Summer work experience is incorporated into most NRMT majors. Employer evaluations are used to assess the student's preparation and performance in the workplace. Employer evaluations are summarized each year by the major programs and majors (Energy & Land Management, Environmental Science, Forest Technology, Land Surveying, and Wildlife Management), providing detailed information on the program and student preparedness. Employers represent industry, governmental agencies and nonprofit group partners (see Appendix V).

A Departmental exit survey is given to graduating students, providing an opportunity for each student to express their thoughts on the quality of the courses, faculty and Glenville State University. The survey also helps the department to refine recruiting and retention strategies.

Program assessment is also provided by an advisory committee. From the inception of the program, advisory committees have been an integral part of the program. Committee membership consist of representatives from industry, governmental agencies, and academia. Several of the committee members employ NRMT students for their summer work experience. Members are invaluable for their advice on improvement of the subject material and skill sets,

and for industry contacts. Their assessment of the students and the program has strengthened the curriculum. For example, NRMT 334 (GIS II) was added to the NRMT core beginning in the 2023-2024 academic year upon the committee's recommendation that students acquire more knowledge using GIS.

The results of these assessment tools are discussed by the faculty, so that improvements in individual courses and the program as a whole can be made. An action plan is then developed, if needed, to improve student performance. Last, follow-up assessment determines whether the actions undertaken were sufficient to improve student learning or whether additional or different approaches are necessary.

2. Recruiting and retention

The faculty, staff, and current students all work together to recruit new students into the program. Faculty and staff meet with potential students during campus visits. Students tour the campus along with the Waco Center where they meet with staff, current students, and faculty. Department personnel learn about the student's career aspirations and evaluate whether they are a good fit with the program.

Many events and activities have occurred over the last five years to recruit more students. One curriculum change that has had a major impact is the addition of the Wildlife Management major. In the fall of 2022, there were 15 students in that major which has helped to increase enrollment in the NRMT program. The addition of the Wildlife Management major was a result of discussions with WV Division of Natural Resource personnel about the need for more wildlife managers. The Wildlife Management major is very popular at other colleges and was a natural fit into the existing NRMT program.

The GSU Admission team holds at least two large open houses each year that are attended by department personnel. NRMT faculty describe to potential students and their parents the benefits of the program such as hands-on learning, small class size, outdoor field classes, and abundant job opportunities are described to potential students and their parents. Additional recruiting events such as department days and FFA day have been conducted during the past five years. Faculty, staff, and current students demonstrate hands-on learning activities to potential students during these events.

Staff, current students, and faculty have visited numerous high schools and careers fairs during the review period despite the shutdowns of the COVID pandemic. At the height of the pandemic, virtual recruiting meetings were held with high schools. Approximately 25 recruiting visits have been made to high schools in the surrounding region during the past five years.

The department partnered with Dabney Lancaster Community College in Virginia on a workforce training grant funded by the Appalachian Regional Commission. A workforce coach staff member has been hired and has spoken to 370 students in high schools and 250 students at the WV Envirothon and WV FFA convention. She has also reached out to high school agricultural education teachers and requested visits to local high schools. She has also sent letters to students who participated in the state high school forestry competition. It is anticipated

that these activities will increase awareness about the NRMT program and increase enrollment in the future.

Current students, staff, and faculty have attended natural resource events, conferences, and meetings across the state and region where potential students and/or parents are engaged. Some of these events were cancelled or held virtually during the COVID pandemic. The following are events that have been attended by department personnel during the review period: Hunting and Fishing Days, WV Forest Festival, WV Envirothon, WV Chestnut Festival, WV FFA convention, WV Conservation Camp, WV Forest Industries camp, National 4-H Forestry Invitational, and many other events.

The department received grants from the EQT Foundation for the initiation of a high school dual credit program in NRMT. Students can earn college credit while enrolled in the program. Initially, the program was limited in geographic scope, but it is now available statewide. The department started having current students to describe how they liked the program in a testimonial video which were then posted to social media and our website. Finally, faculty and staff implemented the Trig-Star competition which is a mathematics competition for high school students. This competition is expected to increase awareness of surveying careers.

The department's strategy for improving the retention of students includes advising, tutoring, mentoring, hands-on learning, internships, seminars, field trips, and student club activities. Faculty are available both in-person and remotely for advising, class schedule development, and routine administrative paperwork. Department faculty have an open-door policy and sufficient office hours to ensure that they are accessible to students. The university's Academic Success Center hires student tutors for classes with which some students struggle to ensure that they get the extra help needed to successfully complete the class. Faculty and staff also hold extra study sessions for students in challenging classes such as Dendrology and Wood Identification.

Staff, faculty, and current students informally mentor students throughout the academic year. Students are encouraged to develop their knowledge, skills and abilities in the classroom and in their summer jobs. The department is fortunate to have a library and computer lab where students gather to study where much of the mentoring takes place. An internship is required in every major within the NRMT program. The internship allows students to put their education to work and build upon it while learning about a potential career path and forming connections with natural resource professionals.

The department is well-known for its hands-on learning and the quality education provided to students. Students typically enjoy the real-world learning experiences which engage them in activities they will use in their future career.

The department started holding career seminars in which companies and government agency employees provide information about internships or career opportunities. Students learn about these opportunities and oftentimes develop their career path based upon what they learned in the seminar. Faculty and staff take students on field trips to timber harvesting operations, surveying projects, wildlife management areas, forest products companies, environment remediation sites, and many other places so that students can see real world applications in natural resources.

Finally, students can join three different clubs in the department: forestry, surveying or environmental. The student clubs are an avenue where students meet other students and engage in fun activities while also serving their community. Students have conducted road cleanups, firewood sales, fundraisers, cemetery restorations, recycling activities, and many other events that help them develop responsibility and comradery.

a. Students

Currently, data on the student body profile of the natural resource management program is unavailable due to staff changes. The college wide student body profile should be viewed instead.

The basic admission standards for the Natural Resource Management program are the same as for Glenville State College (Table 10).

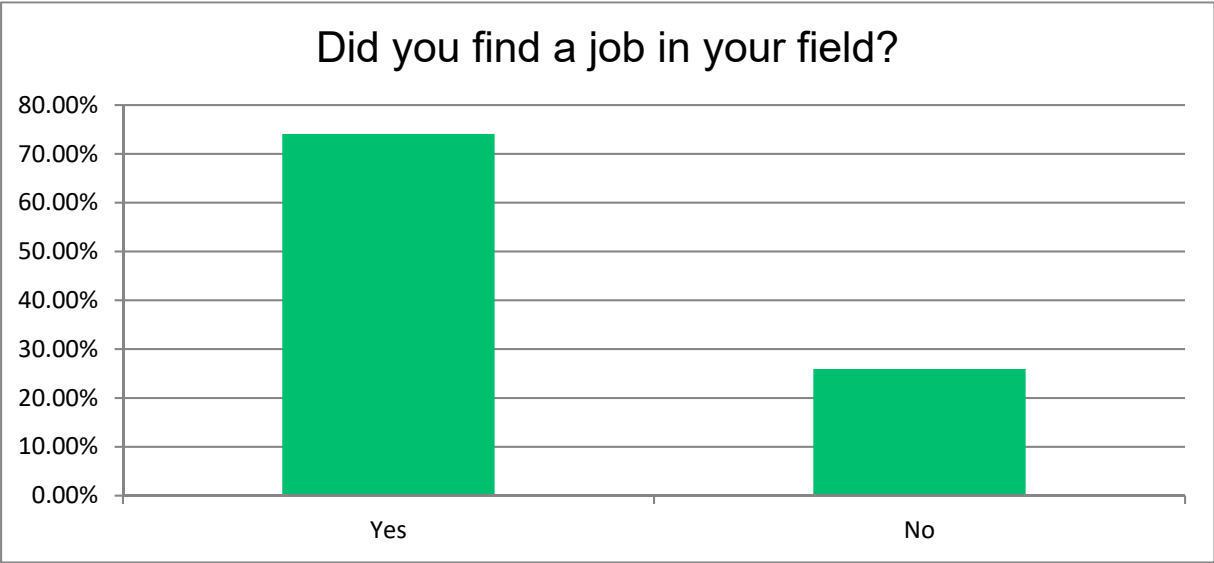
Table 9. Basic admission standards for enrollment at Glenville State College

<ul style="list-style-type: none"> • Successful completion of an AA or AS degree or • at least a 2.0 high school GPA and an ACT composite score of 18, SAT I score of 870 or an SAT score of 940 or • a 3.0 high school GPA (regardless of ACT or SAT score)
Required Curricular Units:
English – Four units, including courses in grammar, composition, and literature
Social Studies – Three units, including U.S. history
Mathematics – Four units (three units must be algebra I and higher)
Science – Three units; all courses to be college preparatory lab science, preferably including units from biology, chemistry, and physics
Arts – One unit
World Language – Two units (two courses of the same world language)

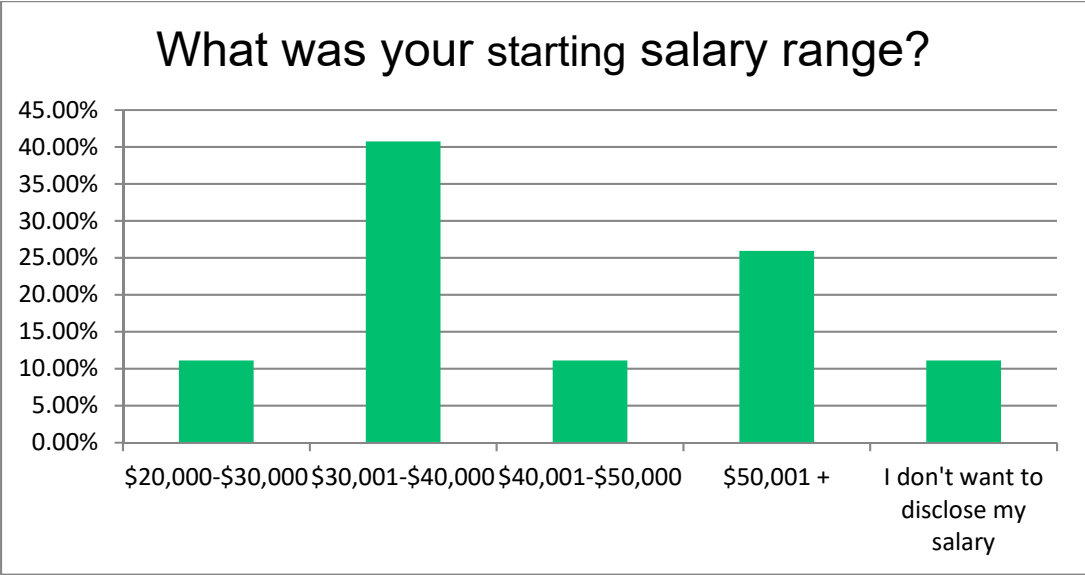
A number of students do not possess minimum Mathematic test scores necessary for direct enrollment in required, more advanced Mathematics courses. These students must take foundation courses in Math prior to enrolling in required classes. The need for foundation courses often extends the length of time to complete the program. An opportunity exists to recruit students with higher ACT scores. Further, the Department will expand efforts to recruit out-of-state and nontraditional students.

b. Graduate employment

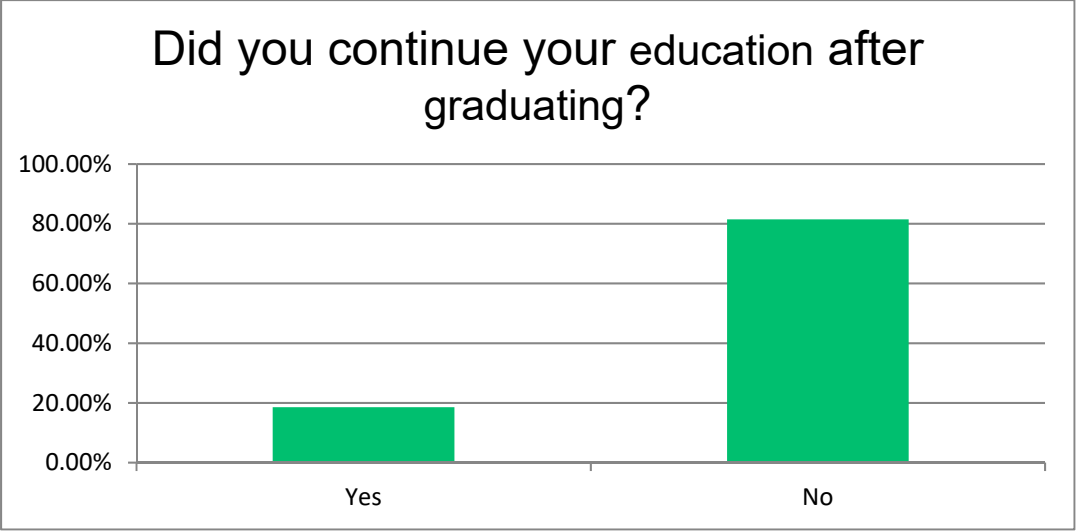
Contact with graduates is maintained primarily through the Alumni Office which provided contact information for the graduate survey. Graduate surveys are distributed periodically to evaluate job placement, starting salaries, and solicit feedback. The graduate survey for this program review was conducted using an internet survey provider (Survey Monkey) and the survey was sent via email to all 86 graduates for whom a valid email address was available. A total of 27 responses were received for a response rate of 31%. As shown in the figure below, 74% of graduates obtained a job in their field, whereas 26% did not. The graduates not working in their field were gainfully employed in other occupations.



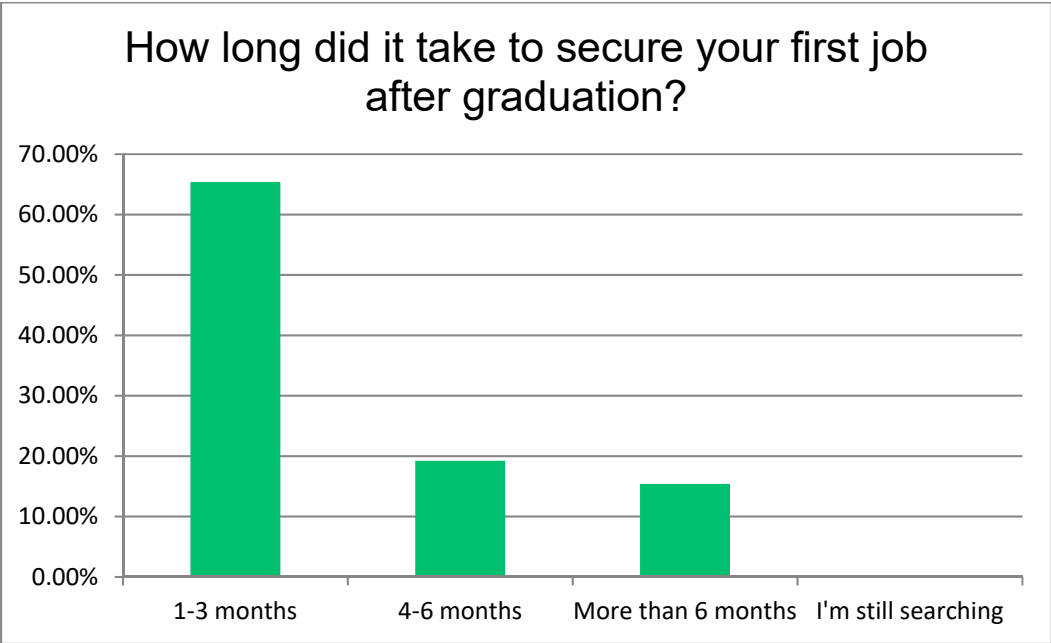
Graduates were asked about their starting salary range, and the majority (89%) provided information as shown in the following figure. Forty percent of graduates had a starting salary between \$30,001-\$40,000 and 25% of graduates had a starting salary over \$50,001. Historically, starting salaries in some state natural resource agencies have been below average and that may explain some of the salaries in the lower range.



The majority (81%) of students did not continue their education after graduating.



The majority (65%) of graduates obtained a job within the first 3 months of graduation indicating a good job market for graduates of the program. The remainder took 4 months or longer, but all graduates reported being gainfully employed.



The open-ended feedback and comments were all positive. Graduates expressed their appreciation for the education that they got in the program. Some suggestions by graduates included more hands-on learning utilizing equipment and technology, more help with job searches and resumes, and more certifications.

3. Funding

Opportunities for additional external funding will continue to be explored, as well as interactions with industry. External grants and donations assist the Department of Land Resources with purchasing and maintaining equipment essential to the applied disciplines.

Appendix I – Faculty Vitae

Adam Black

98 Mellert Drive

Scott Depot, WV 25560

Phone: (304)-972-8170

Email: adamjosephblack@gmail.com

EDUCATION:

Appalachian School of Law, Grundy, Virginia

Juris Doctor received 2010

Honors: Dean's List

Activities: National Moot Court Competition Team 2008-2010

2009 National Constitutional Law Moot Court Competition Participant

2010 National Environmental Law Moot Court Competition Participant

Marshall University, Huntington, West Virginia

Bachelor of Arts in History received 2007

Minor in Economics

Honors: Conference USA Commissioner's Academic Honor Roll

Dean's List

Activities: Marshall University Football Team Quarterback 2002-2006

EXPERIENCE:

Glennville State University, Department of Land Resources, Glennville, West Virginia

August 2013 – Present

Department Chair: 2023 – Present

Associate Professor: 2019 – Present

Assistant Professor: 2013 – 2019

Classes Taught:

BUSN 270: Business Law I; BUSN 470: Business Law II; ENVR 255:

Health and Safety; ENVR 393: Environmental Compliance; GSC 100: First-Year

Experience; LAMN 193: Principles of Energy and Land Management; LAMN

293: Land Titles and Abstracting; LAMN 397: Work Experience; LAND 123:

Legal Descriptions; LAND 124: Boundary Law; NRMT 125: Computer Assisted

Mapping; NRMT 234: GIS- Applications I; NRMT 311: Natural Resources

Permitting; NRMT 410: Energy Resource Law; SMGT 430: Legal Aspects of

Sport; WLMT 301: Wildlife Law and Policy

Committees Served:

Assessment; Academic Appeals; Curriculum Committee; Curriculum Committee;

Chair; Faculty Senate; Higher Learning

Commission Accreditation Criterion Two Team; Higher Learning Commission Accreditation Criterion Two: Team Chair; Honors Program Pioneer Showcase; Retention; Student Government Association Advisor; Student Life

LPR Land Services, Bridgeport, West Virginia

Summer 2014

Crew chief for a group of 10 oil and gas abstractors in Gilmer County, West Virginia

Chesapeake Energy, Canton, Ohio

2011 – July 2013

Associate Landman

Title abstracting from patent to present day; creating detailed spreadsheets for surface and mineral ownership of parcels; researching each company's working interest in a drilling unit; creating a map of all oil and gas leases within a drilling unit; identifying any leases that need modifications due to their unit restriction being less than our proposed drilling unit

West Virginia Public Defender Corporation, Princeton, West Virginia

Intern, Summer 2009

Represented indigent clients on misdemeanor cases through West Virginia's third year practice license; interviewed prospective clients and assisted in the resolution of legal issues; helped research and write two appeals to the Supreme Court of West Virginia

Legal Aid of West Virginia, Huntington, West Virginia

Intern, Summer 2008

Assisted in the representation of indigent clients in civil litigation; researched and wrote motions for ongoing civil litigation; conducted initial interviews of prospective clients

PUBLICATIONS:

Black, Adam. 2017. "Sustainable Development: West Virginia Students Utilize State's Wealth of Resources." West Virginia Executive Magazine. March 14, 2017

PRESENTATIONS:

Larry Baker, Neal Benson, Adam Black, Duane Chapman, Gary Morris, David O'Dell, Melody Wise. "HLC Assurance Team Campus Update: Spring 2019." Faculty Workshop for Glenville State University, Glenville, WV. January 2019

Larry Baker, Neal Benson, Adam Black, Duane Chapman, Gary Morris, David O'Dell, Melody Wise. "HLC Assurance Team Campus Update: Fall 2018." Faculty Workshop for Glenville State University, Glenville, WV. August 2018

Larry Baker, Neal Benson, Adam Black, Duane Chapman, Gary Morris, David O'Dell, Melody Wise. "HLC Assurance Team Campus Update: Spring 2018." Faculty Workshop for Glenville State University, Glenville, WV. May 2018

Adam Black, Kandas Queen and Melody Wise. "Best Practices for Keeping Students Learning and Administrators Happy." Faculty Workshop for Glenville State University, Glenville, WV. April, 2017

Adam Black and Jared Wilson. "Fun with Fundamentals." Land Resources Exploration Day. Glenville, WV. April, 2017

"What is title?" Gilmer County Elementary School Dominion Grant Seminars, Glenville, WV. April, 2017.

"History of Land Boundary: Creation and Ownership." Gilmer County Elementary School Dominion Grant Seminars, Glenville, WV. April, 2017.

"Oil and Gas Industry in West Virginia." Gilmer County Elementary School Dominion Grant Seminars, Glenville, WV. March, 2017.

Adam Black and Jared Wilson. "Fun with fundamentals." Natural Resources Exploration Day. Huntersville, WV. April, 2016

"Fundamentals of Title Abstracting." LPR Land Services, Bridgeport WV. May, 2014.

"Heirship in West Virginia." LPR Land Services, Bridgeport, WV. May, 2014.

Oral Argument for the Appellant. 2010 National Environmental Law Moot Court Competition, Pace University, White Plains, NY

Oral Argument for the Respondent. 2010 National Environmental Law Moot Court Competition, Pace University, White Plains, NY

Oral Argument for the Respondent. 2009 Appalachian School of Law Intra-School Moot Court Competition, Appalachian School of Law, Grundy, VA

Oral Argument for the Appellant. 2009 National Constitutional Law Moot Court Competition, College of Charleston, Charleston, S.C.

Oral Argument for the Respondent. 2009 National Constitutional Law Moot Court Competition, College of Charleston, Charleston, S.C.

RICO M. GAZAL, PhD

Office Address: Department of Land Resources, Glenville State University
200 High Street, Glenville, WV 26351

Mailing address: 101 Newton Avenue, Bridgeport, WV 26330

e-mail: rico.gazal@glenville.edu; **phone:** 304-462-6372

PROFESSIONAL LICENSURE

Professional Forester, WV State Board of Registration for Foresters, since 2006

EDUCATION

Ph.D. in Forest Resources (Tree Physiology). May 2002

Mississippi State University, Starkville, MS, USA

GPA of 4.0 on a 4.0 scale

Dissertation title: Drought tolerance and sap flow of bottomland oaks

MS in Forestry (Major: Silviculture and Forest Influences; Minor: Environmental Science), April 1998, University of the Philippines, Los Banos, Laguna, Philippines

Thesis title: Effect of soil moisture and root pruning on root growth potential of narra (*Pterocarpus indicus*) transplants.

BS in Forestry, April 1993

University of the Philippines, Los Banos, Laguna, Philippines

Graduated *Cum laude* with a GPA of 1.69 on a 1.0 scale

EMPLOYMENT

Professor of Forestry (2016 to present)

Department Chair (July 2015 – June 2017, August 2019 - present)

Associate Professor of Forestry (2011 to 2016)

Assistant Professor of Forestry (2005 to 2011)

Curtis Elam Professor for Teaching Excellence (2008-2011)

Department of Land Resources

Glenville State University, Glenville, WV

TEACHING EXPERIENCE

- Forest Ecology, Forest Measurements, Forest Protection and Geographic Information System (GIS) Applications I and II
- Forest Management, Forest Measurements (Biometry), Forest Recreation and Wildlife Management, Environmental Compliance

- Other courses at GSC: Dendrology, Wood Identification, Environmental Science, Plant Physiology; Earth Science; Environmental Compliance, Air, Soil, Water Quality and Soil and Land Reclamation

RESEARCH PROJECTS

- PI, NASA WVSGC Undergraduate STEM Research Grant. Predicting Tree Diameter, Height, and Crown Area from Drone Aerial Imagery. Spring 2021
- PI, NASA WVSGC Undergraduate STEM Research Grant. Water use in Oaks and Spatial Distribution of Marcellus Wells in WV. Spring and Summer 2017.
- PI, NASA WVSGC Undergraduate STEM Research Grant. Growth characteristics and Ecology of American ginseng in Gilmer County, WV. Spring and Summer 2016.
- PI, NASA WV Space Grant Consortium Initiation Grant. 2016-2017. Transpiration and water use of several hardwood species in Appalachian forest. 2016. \$10,240.
- PI, Analysis of extent and location of exotic invasion in West Virginia, NASA STEM Grant, 2015.
- PI, Effects of precipitation on diameter growth of native trees in an oak-hickory forest, NASA STEM Grant, 2015.
- PI, Effects of precipitation on diameter growth of tree-of-heaven in an oak-hickory forest, NASA STEM Grant, 2014.
- PI, Assessment of Carbon Storage among different forest succession stages in Glenville, WV, NASA STEM Grant, 2014.
- PI, Application of dendrochronology techniques in tree growth analysis of invasive species, Development Grant, Glenville State College, 2012
- PI, Application of GIS on the Plant Invasives in West Virginia (2011-2012), NASA Space Grant
- PI, Transpiration and water source partitioning in Aspen Forests under Elevated CO₂ and Ozone Treatments, 2006-2011 (with M. Kubiske), US Forest Service
- Co-PI, Urban Phenology and its Economic Implications, 2006-2008 (with K. Arano and M. White), USDA
- Co-PI, Urbanization effects on leaf phenology across a multi-continent bioclimatic gradient, 2006-2007. (with M. White, R. Gillies, E. Sparrow, L. Gordon), NSF
- Undergraduate Research, Understanding the Impacts of *Ailanthus altissima* in West Virginia, 2006-2009, NASA.

TRAINING COURSES / WORKSHOPS / SEMINARS ATTENDED

- WV Forest Health Forum. Sponsored by WVU Extension Service. Feb 11, 2022. Online via Zoom. (3.0 CFE credits)

- Optimizing Ecosystem Services from Long Leaf Pine: Balancing Carbon Sequestration Watershed Health. August 30, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- Management Consideration for Thousand Cankers Disease. October 20, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- Ask for Wood: Mass Timber and Modular Construction. December 1, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- Assessing Storm Damaged Forest Stands. September 15, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- Fall Cankerworm in the Southeastern US. November 10, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- Manipulating Mesopredator Populations to Benefit Native Prey: Exploring Controversies and Potential Solutions. October 12, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 10, 2021. (1 CFE credit)
- Biomass Utilization Centers a New Approach for Optimal Forest Management. June 10 10, 2021. Forestry and Natural Resources Seminar Series, Webinar Viewed on December 4, 2021. (1 CFE credit)
- 2022 Central Hardwood Conference. Hosted by Division of Forestry and Natural Resources, WVU, Morgantown, WV. April 7, 2022. (6 CFE)
- Ms. Leilani Castillo: Preliminary assessment of Philippine threatened plants in the Makiling Botanic Gardens, Philippines: A showcase of the gardens' ex-situ living collections. Pioneer Showcase. April 12, Tuesday, MCCC Ballroom.
- Dr. Rogelio Andrada: Towards sustainable tourism in protected areas: A carrying capacity study in the Hundred Islands Natural Park. Pioneer Showcase. April 12, Tuesday, MCCC Ballroom.
- Dr. Rogelio Andrada: Elevating visitor management in a protected area through visitor profiles: The case of Make it Makiling! Department of Land Resources Speaker Series. April 14, GSU Waco Center.
- Ms. Leilani Castillo: Monitoring Growth Dynamics in a Five-Year-Old 2-Hectare Long Term Ecological Research Plot, Molawin-Dampalit Watershed, Mount Makiling Forest Reserve ASEAN Heritage Park. Department of Land Resources Speaker Series. April 14, GSU Waco Center.
- Forest Management and Biochar: Building a Resilient Ecosystems. May 13, 2021. Forestry Webinar Portal. Online. 1 CFE Credit.
- Environmental Education for the Urban Environment. May 13, 2021. Forestry Webinar Portal. Online. 1 CFE Credit.
- Invasive Species Threats and Solutions for Healthy Urban Forests. May 13, 2021. Forestry Webinar Portal. Online. 1 CFE Credit.
- Emerald Ash Borer: Where Do We Stand? May 13, 2021. Forestry Webinar Portal. Online. 1 CFE Credit.
- Grant Writing Workshop, Jan 15, 2021. Speaker: Ms. Alice Ruhnke, The Grant Advantage. Sponsored by Glenville State College Foundation
- Invasive Species in Southern Forests: Problems and Solutions. December 16, 2020. 1 CFE Credit.

- Beneficial and Pests Insects in our Forests: Management and Recommendations. December 10, 2020. 1 CFE Credit.
- Caring for All Relations: Tribal Wildlife Management. December 11, 2020. Forestry Webinar Portal. Online. 1 CFE Credit.
- Water Quality Best Management Practices Watershed Management. December 11, 2020. 1 CFE Credit.
- Soils in Land Management, Post-Fire Watershed Effects and Watershed Response, Fire Ecology Changes in the West, Options and Opportunities to explore working for the Forest Service. Cara Furr – National Burned Area Emergency Response (BAER) Program Lead. November 18, 2020.
- Seminar: Cara Farr from the USFS to discuss opportunities for students. November 18, 2020.
- WV Woodland Stewards. September 14, 2020. Online. 2 CFE Credits.
- International Virtual Exchange Conference, University of Washington, Tacoma, WA. October 25-26, 2019.
- WV Tree Farm Woodland Education Seminar #1. WV Tree Farm Committee. April 21, 2020. Online via Zoom.
- WV Tree Farm Woodland Education Seminar #1. WV Tree Farm Committee. April 22, 2020. Online via Zoom.
- Oak decline in the US. October 9, 2019. Forestry and Natural Resources Seminar Series, Webinar Viewed on November 21, 2019.
- A new pest: The spotted lanternfly. September 4, 2019. Forestry and Natural Resources Seminar Series, Webinar Viewed on November 21, 2019.
- An analysis of climate change impacts on tree species of the eastern US. June 17, 2019. Forestry and Natural Resources Seminar Series, Webinar Viewed on November 21, 2019.
- Emerald Ash Borer Update. November 7, 2019. Forestry and Natural Resources Seminar Series, Webinar Viewed on November 21, 2019.
- Forest Resources of the United States, 2017 – Supporting the 2020 RPA Assessment. June 11, 2019. Forestry and Natural Resources Seminar Series, Webinar Viewed on November 21, 2019.
- Rodger Ozburn. Foresters Taking Flight: An Overview of the WV Division of Forestry UAS Program. September 26, 2019. Glenville, WV
- Cynthia Sandeno and John Cooke. Internship Opportunities in US Forest Service. September 12, 2019. Glenville, WV
- Land Resources Students. Summer Internship Experience Presentations. October 3 & 10, 2019. Glenville, WV
- Anthony Milam. OSHA: Safety in the Workplace. November 22, 2019. Glenville, WV
- Scott Hannah and Lisa Hess. Stonewall Jackson & Burnsville Lake Internship Opportunity. January 23, 2020. Glenville, WV
- Jeff Jalbrzikowski. Geodetic Surveying in the USA - Past, Present, Future. February 12, 2020. Glenville, WV
- USFS Seminar about Summer Internships and Career Opportunities. February 24, 2020. Glenville, WV
- Applying the Quality Matters Rubric (APPQMR) workshop, May 22 – June 5, 2018.
- Storm-Resilient Urban Forests: The Role of Species Selection Maintenance Pruning. Forestry and Natural Resources Webinar Series. May 9, 2018.

- Balancing objectives and outcomes for wildlife habitat and forest management. Forestry and Natural Resources Webinar Series. May 9, 2018.
- Adaptive Silviculture for Climate Change: A Scientist-Manager National Network. Forestry and Natural Resources Webinar Series. March 21, 2018.
- Adaptive Silviculture for Climate Change: A Scientist-Manager National Network. Forestry and Natural Resources Webinar Series. March 21, 2018.
- Timber Tax Filing for the 2017 Tax Year. Forestry and Natural Resources Webinar Series. March 21, 2018.
- Environmental Hazards to Health by Dr. Allyson Degrassi, University of New Hampshire, March 15, 2018. Waco Center, Glenville;
- Animal distribution and behavioral response to environmental change Dr. Allyson Degrassi, University of New Hampshire, March 15, 2018. Waco Center, Glenville;
- Cradle of Forestry in America by Robert Beanblossom, USFS. Feb 8, 2018, Waco Center, Glenville, WV;
- John Holstine: A conversation with a consulting Forester from the “back of beyond”. The West Virginia Consulting Forestry Forum Series. March 12, 2018. Glenville, WV.
- Integrative Forest Management for Wildlife and Forest Health. Forestry and Natural Resources Webinar Series. December 4, 2017.
- Weather Variability and Its Impacts on Forest Health. Forestry and Natural Resources Webinar Series. December 4, 2017.
- Fire Prevention Education Teams: Lessons Learned from the 2016 Appalachian Wildfires. Forestry and Natural Resources Webinar Series. December 4, 2017.
- Adaptation Forestry Practices for Climate Change Mitigation: A Field Study. Forestry and Natural Resources Webinar Series. December 4, 2017.
- Hardwood forest management for health and productivity. Forestry and Natural Resources Webinar Series. December 4, 2017.
- Russ Richardson: A conversation with a consulting Forester from the “back of beyond”. The West Virginia Consulting Forestry Forum Series. October 18, 2017. Glenville, WV.
- WV Association of Geospatial Professionals Annual Meeting, June 1, 2017, Stonewall Jackson Resort, Roanoke, WV.
- Forest Stewardship Workshop: Restoration Planting Tool. WV Division of Forestry, Jacksons Mill, Weston, WV, October 12, 2017
- WV Division Society of American Foresters Spring Meeting, April 5, 2017. Glenville State College, Glenville, WV
- Fall 2016 and Spring 2017 seminar series (total of 8 seminars) hosted by the department;
- Forest Stewardship Workshop: Current Wildlife Practices and Projects, November 19, 2015, Jackson Mill, Weston, WV;
- Fall 2015 and Spring 2016 Seminar Series on a variety of topics such as ecology, surveying, forestry, oil and gas (total of 11 seminars) hosted by the Department of Land Resources, Glenville State College;
- Two Virtual Seminars on Gypsy Moth and Laurel Wilt, April 2016; USDAFS Accredited Virtual Seminars;
- Working with Landowners on the future of their property: stewardship plan writing, including new resource elements and estate planning, March 24, 2016. WV Wood Technology Center, Elkins, WV.

PROFESSIONAL MEMBERSHIPS

- American Chestnut Foundation (2012)
- American Geophysical Union (2009)
- Society of American Foresters (2008)
- West Virginia Academy of Science (2008)
- West Virginia Association of Geospatial Professional (2007 to present)
- West Virginia View Consortium (2005 to present)
- West Virginia Forestry Association (2005 to present)
- West Virginia Consortium for Faculty and Course Development in International Studies, FACDIS (2005 to present)
- Global Learning and Observation to Benefit the Environment (GLOBE) Program (2005 to present)
- Alpha Iota of Chi Beta Phi (2005 to present)
- Northern West Virginia ESRI (GIS) User Group (2005 to present)
- IUFRO Landscape Ecology Working Group (2004 to present)
- IUFRO Urban Forestry Working Group (2006 to present)
- Ecological Society of America (1999 to 2003)
- Gamma Sigma Delta, Honor Society of Agriculture (1993 to present)
- Xi Sigma Pi, Mississippi State University Chapter (1999 to present)

PROFESSIONAL ACTIVITIES

- Member, Advisory Board, Journal of Tropical Plant Physiology. 2019 to present
- Member, Advisory Board, Journal of Science and Technology, 2018 to present.
- Technical Reviewer, New University Researchers Start Up Program, Government of Quebec, Canada, Fall 2017
- Technical Reviewer, Chapter 18. Government & Policy on Introduction to Environmental Science Textbook, W.W. Norton & Company, NY, NY, Spring 2018
- Reviewer / Consultant, NASA SMD Independent Product Review of Earth and or Space science education materials;
- Member, GLOBE Science Review Panel: Phenology Protocols. National Science Foundation.2012.
- Trainer, Phenology, Land Cover and GIS/Remote Sensing Protocols, Global Learning and Observation to Benefit the Environment (GLOBE) Program
- Reviewer, TREES: Structure and Functions; Ecohydrology, Ecosystems and Development Journal, Geocarto International, Global Change Biology, Canadian Journal of Forest Research, Canadian Journal of Botany, American Journal of Botany, Journal of Urban Forestry and Urban Greening, Journal of Mountain Science, Agroforestry Systems

PUBLICATIONS

- Melissa Gish (Author, Editor), Taylor Adkison (Author), Kyra Bauer (Author), Kylie Davis (Author), Jonathan Dodson (Author), Abigail Dye (Author), Bradley F.

Hall (Author), Jessica R. Jenkins (Author), Rico M Gazal PhD (Introduction). 2020. A Rational Species: Essays on the Environment. Candy Bat Books. 136 pages. ISBN-10-1953033008

- R. Gazal, M. Burkowski & K. Gazal. 2015. Effect of climate and site factors on exotic plant invasion in West Virginia, USA. Proceedings of the International Scientific Conference on Our Common Future Under Climate Change, July 7-10, Paris, France.
- Rico M. Gazal, Marilynn Burkowski, Ryan M. Thomas, Masao Takase, Kyoichiro Gyokusen & Kyoichi Otsuki. 2014. Leaf structure and physiological attributes of *Ailanthus altissima* in cool and warm temperate regions. In Proceedings: 19th Hardwood Forest Conference. March 10-12, Southern Illinois University, Carbondale, IL.
- Gazal, Rico M. 2012. Exotic Plant Invasion Part 1: Ecology of Tree-of-heaven. <http://blog.globe.gov/sciblog/2012/07/25/exotic-plant-invasion-part-i-characteristics-of-tree-of-heaven/>
- Gazal, Rico M. 2012. Exotic Plant Invasion Part II: Origin and History of Tree-of-Heaven in the US and Japan and initial research results. <http://blog.globe.gov/sciblog/2012/08/01/exotic-plant-invasion-part-ii-origin-and-history-of-tree-of-heaven-in-the-us-and-japan-and-initial-research-results/>
- Ishwar Dhami, Kathryn G. Arano, Rico M. Gazal and Timothy A. Warner. 2011. Urban tree phenology: A comparative study between New York City and Itahaca, New York. Geocarto International. DOI:10.1080/10106049.2011.607517.
- Gazal, Rico M., Burkowski, Marilynn. 2011. [Exotic Plant Invasion in West Virginia](#). In: Proceedings of the 2011 Society of American Foresters National Convention. Journal of Forestry, 109(8): 483-484.
- Gazal, Rico M. Science On-line Learning Module: The Buffalo Creek Disaster. 2010. Earth System Science Education Alliance (ESSEA – NSF Science).

CONFERENCE PROCEEDINGS

- Rico M. Gazal, Marilynn Burkowski, Ryan M. Thomas, Masao Takase, Kyoichiro Gyokusen & Kyoichi Otsuki. 2012. [Leaf structure and physiological attributes of *Ailanthus altissima* in cool and warm temperate regions.2012. Ecological Society of America Annual Convention, Portland, OR. August 6-10, 2012.](#)
- [Marilynn Burkowski & Rico Gazal. 2011. Exotic Plant Invasion in West Virginia. International Year of Forest: Linking Global, Regional and Local Solutions. Society of American Foresters Annual Convention. Honolulu, WI, November 2-6, 2011.](#)
- Elena B Sparrow, Martha Kopplin, Rico M Gazal, Jessica H Robin, Rebecca A Boger. 2011. Communicating research through student involvement in phonological investigations. Association of Geophysical Union Annual Meeting. San Francisco, CA. December 5-9, 2011.
- E. Sparrow and R. Gazal. 2010. [Are student data from GLOBE, an international citizen science program, useful to climate change studies? Ecological Society of America Annual Meeting, Pittsburgh, PA. August 1-6, 2010.](#)
- R. Gazal, M. White, E. Sparrow, L. Gordon and K. Arano. 2010. Linking scientists and science educators across the world through global climate change and phenology study. Urban Biodiversity and Design. Nagoya, Japan. May 18-22, 2010.

PROFESSIONAL PRESENTATIONS

- Training on Basics of GIS; Glenville, WV, July 18-20 2022
- NRMT Program of Glenville State University. Southern Luzon State University, Philippines, June 6, 2022.
- NRMT Program of Glenville State University. University of the Philippines Los Banos College of Forestry and Natural Resources, June 10, 2022.
- Going “Virtual”ly Abroad: The Collaborative Online International Learning (COIL) Method, June 25, 2019, Southern Luzon State University, Lucban, Quezon, Philippines.
- Going “Virtual”ly Abroad: The Collaborative Online International Learning (COIL) Method, July 27, 2017, Universiti Tun Hessein Onn Malaysia, Johor, West Malaysia – The objective of this presentation is to promote COIL as an alternative learning method and establish faculty and student exchange program with the university.
- Spatial and Ecophysiological Techniques in the Ecological Research, Faculty Research Seminar, Sponsored by NASA WVSGC, September 6, 2016, Glenville, WV.
- Ecophysiology and Geospatial Techniques in Ecological Research, August 26, 2015, MCCC, Glenville, WV
- Seminar on Basics of GIS; Houston, TX , May 20, 2016
- [Seminar on Basics of GIS, 2015: Designed the course and served as the lecturer, Houston, TX \(Jan\), Lubbock, TX \(March\), Fort Worth, TX \(May\), Oklahoma City, OK \(July\);](#)

APPROVED GRANTS/ AWARDS

- ARC Power Initiative Grant. Submitted to Appalachian Regional Commission (ARC) with Dabney Lancaster Community College. April 2021-24. \$1.2M
- Instrument Loan for Students in the Forest Technology Program. Submitted to Weyerhaeuser Giving Fund Program. April 2021. \$1,485
- Enhancing Undergraduate Research in Ecology in the Natural Resource Management Program. WV, Opportunities Grant. WV Higher Education Policy Commission, Division of Science and Research. 2019-21. \$5,000.
- Hosting scholars from the University of the Philippines. WV EPSCOR Travel Grant 2022, \$1000.
- Faculty Professional Development 2021-22. GSU Provost Office. \$3,000
- Scholarships to support International Travel 2022. GSU Foundation. \$3,000
- ArcGIS Single-Use Licenses for students in the NRMT and GIS Certificate programs, \$500
- Weather Station Grant from WV State University. Summer 2020. \$160.00
- First Energy Grant. NRMT High School Program to include all counties in WV, and rehabilitation of surveying monuments. \$5,000
- Predicting Tree Diameter, Height, and Crown Area from Drone Aerial Imagery. WV Space Grant Consortium Grant. Spring 2021 with Jacob Petry as student. \$2,000
- Promoting STEM Education in West Virginia through Glenville State College’s Natural Resource Management Program. EQT Foundation. 2019-22. \$15,000.
- Enhancing Undergraduate Research in Ecology in the Natural Resource Management Program. WV, Opportunities Grant. WV Higher Education Policy Commission, Division of Science and Research. 2019-22. \$5,000.

- Internship Opportunities for the Department of Land Resources Students. US Forest Service. 2019-2021. \$18,192.
- J-1 Support Grant: Enhancing International Experience in Natural Resource Management. WV HEPC. December 2019. \$1500.
- Opportunity Grants Program. 2019. Enhancing Undergraduate Research in Ecology in the Natural Resource Management Program. WV Higher Education Policy Commission, Division of Science and Research.
- COIL Partner Development. 2019. International Education Program, WV Higher Education Policy Commission. \$2,500.
- Travel Grant to Attend the International Virtual Exchange Conference, Tacoma, WA. 2019. International Education Program, WV Higher Education Policy Commission. \$2,000.
- J-1 Support Grant: Enhancing International Experience in Natural Resource Management. WV HEPC. December 2018. \$1500.
- Integrating mobile GIS technology in Forestry, Land Surveying and Natural Resource Management Programs, Submitted to HEPC Division of Science and Research Instrumentation Grant. October 2018. \$ 13,945.
- Relationship of Land use Change and Landscape Integrity in WV. Submitted to NASA WV Space Grant Consortium, with funding to support student research stipend in Spring, \$1000. September 2018.
- Integrating mobile GIS technology in Forestry, Land Surveying and Natural Resource Management Programs, Submitted to Weyerhaeuser, June 2018, \$1000.
- Integration of Advanced Tools in Forest Technology Curriculum. Dominion Foundation. October 2016, \$ 20,000;
- Natural Resource Exploration Course with GC Elementary School, Dominion Energy, \$2,500
- Use of camera traps in wildlife studies. Submitted to the Provost for the Diversity Grant, \$225
- Faculty Fellow, Capacity Building Grant: Increasing Study Abroad for Appalachian Students
- WV Space Grant Consortium Summer Grants for two students, 2017
- Interpretive Signage along a trail in Stonewall Jackson State Park, 2017
- Plant-Water Instrumentation for Undergraduate Courses in Forest Ecology and Management, WVEPSCOR Instrumentation Grants Program, 2015. \$14,020.
- International Field Course in Environmental Science and Ecology: A study Abroad Program between GSC and Ibero University, Mexico. \$750. GSC Summer Grant 2016.
- Enhancing Learning Experience through Community Service, Weyerhaeuser Grant, Summer 2015, \$2500.
- Improving Forest Measurements through Laser Dendrometer, Weyerhaeuser Grant, Fall 2014, \$2242.
- Increasing ArcGIS Licenses from 31 to 62 seats; Summer 2015
- Analysis of extent and location of exotic invasion in West Virginia, NASA STEM Grant, 2015.
- Effects of precipitation on diameter growth of native trees in an oak-hickory forest, NASA STEM Grant, 2015.

AWARDS & DISTINCTIONS

- Curtis Elam Professor for Teaching Excellence Award, 2008-2011
- Research / Teaching Fellow, Japan Society for the Promotion of Science, Kyushu University, Fukuoka, Japan. May to August 2009

Doyle Hupp Jr.

P. O. Box 427
304-991-7035
Grantsville, WV 26147

EDUCATION:

Calhoun County High School

- May 1979

Glennville State University

- Associate of Science Degree in Land Surveying
August 1982

PROFESSIONAL EXPERIENCES:

- *Glennville State University* August 2019 - Present
Lecturer of Land Surveying
- *Pathfinder Land Surveying* June 2022 – Present
Owner and Principle Surveyor in Charge
 - Boundary; Cadastral; Oil & Gas;
 - Construction; Drone Mapping
 - www.PLSWV.com
- *HUPP Surveying and Mapping* 1988 - Present
34 years of management experience as the Owner and Principal in charge. Operated the organization and controlled all phases of work undertaken by the company since its conception in 1988 including accounting, business plans, tax planning and legal issues. The company has worked throughout the state as well as in the neighboring States, providing Boundary, Topographic Mapping and Construction services. Approximately 80 percent of work has been Oil & Gas Industry related.
- *Glennville State University*
Interim Instructor Spring Semester 1987
- *Smith Land Surveying* 1982 – 1987
- *Smith Land Surveying* 2000 – 2003

Joined SLS, Inc. in July 2000 as a Project Coordinator thereby adding more expertise and diversity to a growing company. Working throughout the state providing all phases of services including Global Positioning Systems for Contractors, Developers & Design Related Professionals.

ACTIVITIES:

- Midget League football coach 1991-1993
- National Federation Interscholastic Coaches Education Program
 - Sports Science
 - Sports First Aid
- Calhoun County middle school head football coach 1993 - 1995
- Calhoun County HS volunteer assistant varsity football coach 1993 - 1995
- Calhoun County HS assistant varsity girls basketball coach 1995 – 1997
- Calhoun County middle school girls basketball coach 1998 – 1999
- Vice President Calhoun County Athletic Complex Committee 2000 - 2002
- Calhoun County HS varsity girls coach 1999 – 2005
- Calhoun County HS assistant varsity football coach 1995 – 2008, 2021
- Calhoun County HS varsity football coach 2008 - 2010
- Calhoun County HS assistant varsity boys basketball coach 2013 - 2019
- Temporary Permit WV Department of Education 1997-present
- Calhoun County middle school girls assistant basketball coach 2021 – present

SPECIAL TRAINING:

- Yearly continuing education credits (8 minimum) in Surveying & Business related topics.
- US geological Survey National Mapping Center Resource and information.
- Land Sat Image Interpretation at Purdue University (1986)
- Soil Erosion and Sediment Control Plans (1986)
- Spill Prevention Control and Countermeasure Plans
- Computer Training at CLM Systems, Tampa, Florida (1986)
- Erosion and Sediment Control - WV Dept of Natural Resources (1991)
- Workshop on Sediment and Erosion Control (1992)
- Training Institute Course in Erosion and Sediment Control - Glenville State College (March 1995)
- Troxler Nuclear Testing Equipment Course (1996)
- Yearly training GSC Instructors (2019 - present)
- Yearly WVSPS Conference attendance with GSU students.
- 2022 WVDOT Survey Conference attendance with GSU students.
- 2023 CarlsonSW seminars training in Maysville, KY on CAD software and surveying equipment.

RECOGNITIONS:

- *Licensed Professional Surveyor #834*
State of West Virginia December 1987
- *Licensed Property Line Surveyor #489*
State of Maryland May 1989
- *State Director of WVALS*
1995-1998
- Member of WV Board of Professional Surveyors exam writing committee.
- Member of WV Society of Professional Surveyors
- Member of WV Society of Professional Surveyors Education Committee.
- Member of WV Society of Professional Surveyors Scholarship Committee.
- Member of Fairmont State University's Industrial Advisory Committee (Surveying Program).

NABIL ALLATA NASSERI

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EDUCATION

JOHN FOSTER DULLES HIGH SCHOOL, SUGARLAND, TEXAS
High School Diploma, May 2002

TEXAS A&M – CORPUS CHRISTI, CORPUS CHRISTI, TEXAS
Bachelor of Science in Biology, May 2006

GEORGIA SOUTHERN UNIVERSITY, STATESBORO, GEORGIA
Master of Science in Biology, May 2009

UNIVERSITY OF VERMONT, BURLINGTON, VERMONT
Ph.D. in Biology, October 2018

TEACHING INTERESTS

- Ecology
- Wildlife Biology
- Forestry
- Environmental Science

RESEARCH INTERESTS

- Ecology and Community Ecology
- Plant-Animal Interactions
- Animal Behavior
- Conservation

TEACHING EXPERIENCE

GLENVILLE STATE UNIVERSITY, GLENVILLE, WEST VIRGINIA
Assistant Professor of Natural Resource Management, Aug 2019-Present

- Taught the following courses and their respective labs: Environmental Science (ENVR 101), Solid Waste Management (ENVR 193), Health and Safety (ENVR 255), Soil Science (ENVR 351), Air, Water, and Soil Quality (ENVR 352), Work Experience II (ENVR 397 & WLMT 397), Forest Management & Recreation (FRST 202), Forest Ecology (NRMT 201), Community Service (NRMT 389), Independent Research Problems (NRMT 499), Mammalogy (WLMT 404), Wildlife Techniques (WLMT 493).
- Lead discussion sections, tutorials, and laboratory sections.
- Developed teaching materials, such as syllabi, visual aids, answer keys, supplementary notes, and course Web sites.
- Informed students of the procedures for completing and submitting lab reports.
- Evaluated and graded examinations, assignments, and paper.
- Scheduled and maintained regular office hours to meet with students.
- Worked with supervisors to conduct teaching observations; met with supervisors to receive feedback about teaching performance.

August 2023

- Aided faculty members and staff with laboratory and field research pertaining to the course.

UNIVERSITY OF VERMONT, BURLINGTON, VERMONT

Teaching Assistant/Instructor, Aug 2011 – May 2018

- Teaching Assistant for BCOR 102, BCOR 11 & 12, BIOL 01 & 02, and Ecological Parasitology.
- Lead discussion sections, tutorials, and laboratory sections.
- Developed teaching materials, such as syllabi, visual aids, answer keys, supplementary notes, and course Web sites.
- Informed students of the procedures for completing and submitting lab reports.
- Evaluated and graded examinations, assignments, and paper.
- Scheduled and maintained regular office hours to meet with students.
- Worked with supervisors to conduct teaching observations; met with supervisors to receive feedback about teaching performance.
- Aided faculty members and staff with laboratory and field research pertaining to the course.

DREXEL UNIVERSITY, PHILADELPHIA, PENNSYLVANIA

Instructor, Aug 2010 – May 2011

- Instructor for Society and the Environment (Lecture) and Tropical Ecology (Field Course) at Universidad Nacional Guinea Ecuatorial in cooperation with Drexel University.
- Prepared course materials such as syllabi, homework assignments, and handouts.
- Prepared and delivered lectures to undergraduate students on topics such as forest resource policy.
- Initiated, facilitated, and moderated classroom discussions between my American and Equatoguinean students.
- Compiled, administered, and graded examinations.
- Evaluated and graded students' class work, assignments, and papers.
- Supervised undergraduate research in tropical ecology.

GEORGIA SOUTHERN UNIVERSITY, STATESBORO, GEORGIA

Instructor, July 2009 – May 2010

- Instructor for Environmental Science (Lecture), Undergraduate Seminar Skills (Lecture), Bio 01 and 02 (Lab), and Microbiology for Nursing (Lab).
- Environmental Science: prepared and delivered lectures to undergraduates on topics such as environmental policy, ecology, and species interactions.
- Undergraduate Seminar Skills: senior-junior level biology course on presentation and public speaking.
- Microbiology for Nursing: Cultivated and maintained BSL 2 bacterial colonies to be used for training in microscopy, bacterial identification, and diagnosis.

Teaching Assistant, Aug 2006 – May 2007, Aug 2008 – May 2009 •

Teaching Assistant for Environmental Science lab.

ADVISING AND MENTORING APPOINTMENTS

- **Academic Advisor (2019 – Present):** At Glenville State University I advise the students majoring in Environmental Science and Wildlife Management. I work with students in

regards to course registration and their plan of studies. I also work with students that are searching and applying for internships and jobs.

- **Research Advisor (2021 – 2023).** Advised a student in the Honor’s Program on his research focused on trout and stream quality.
- **Research Advisor (2020 – 2021).** At Glenville State University I have advised two students working on their independent research project and starting in Spring 2022 I have advised a student in the Honor’s Program on his research focused on trout and stream quality.
- **Research Advisor (2017 – 2018).** At the University of Vermont, I advised a senior biology student doing research on ant-treehopper mutualisms and goldenrod. I worked with the student to secure a grant through UVM’s Office of Undergraduate Research.
- **Mentor (2016 – 2018).** Mentored nine students enrolled at the University of Vermont. I worked with these students for three months on two projects investigating arthropod diversity and seed predation. I trained them in data collection, analysis, insect identification and ecological methodology.
- **Research Advisor (2009 – 2010).** Advised 10 students enrolled in the study abroad program for Drexel University, Philadelphia, PA. Advised students in experimental design and data collection for their tropical ecology course in Equatorial Guinea.
- **Research Advisor (2007).** Advised three students enrolled in the School for International Training in Tanzania. Advised students in experimental design, data collection and management, and data analysis.

COMMITTEES AND CAMPUS SERVICE – GLENVILLE STATE UNIVERSITY

- Assessment Committee (2023 – Present)
- General Education Taskforce (2023 – Present)
- Faculty Senate (2022 – 2024)
- First2Network Committee (S2022 – S2023)
- Biology Faculty Search Committee (S2021)
- Academic Policy Committee (2021 – 2022)
- Academic Appeals Committee (201 – 2021, 2021 – 2023)
- Honors Program Committee (2019 – Present)
- Faculty Advisor for Environmental Science Club (2019 – Present)
- International Student Committee (2019 – Present)
- Course design – worked within the department to create two new courses for Glenville State University’s new Wildlife Management major.
 - Mammalogy (WLMT 404); first time offered Fall 2022
 - Wildlife Techniques (WLMT 493); first time offered Spring 2022
- Created the “Adopt-A-Building” program in Spring 2022 on the Glenville State University campus to jump start an on-campus recycling program
- Engaged in recruiting events through interviews with state and local news, ZOOM/TEAMS virtual recruiting of high school students during COVID-19 pandemic, and attending organized events promoting Glenville State University including meeting with parents and students interested in GSC’s Natural Resource Management program.

- Volunteer regularly to give tours of the Waco Center and discuss the different courses and majors offered within the Land Resource Department to prospective students and their parents.

SERVICE AND OUTREACH

- **Save Our Streams – stream assessment certification (2022)**
- **Bee Keeping Certification (2022)**
- **HAM Radio Technician Class Amateur Radio License, Call Sign: KE8VGG (2022)**
- **International Student Organization (S2022)** – I presented a PowerPoint focusing on Chad, Africa my place of birth. After the presentation I provided homemade Chadian food to the students in the dining hall that were interested in tasting it.
- **Solid Waste Authority – Gilmer and Lewis County (2020-Present)**. Appointed by the Gilmer County Commissioner to represent Gilmer County on the board.
- **Graduate Student Affairs Representative (2015 – 2017)**. I was elected by my peers to represent graduate students and our interests during faculty meetings and graduate student affair meetings. I served as a bridge between the graduate student body and the departmental faculty and administration.
- **Wildlife Conservation Society Summer Camp Mentor (Summer 2013 & 2014)**. Mentored high school students in land stewardship and introduced them to basic field ecology methods.
- **Photography**. Used the sale of wildlife photographs I took while in the field to help support three kids from the village bordering my research site in Tanzania, Africa, to attend vocational school.
- **Human-Wildlife Conflict**. Worked with local villagers and elders in Tanzania in understanding the importance of the wildlife living around them and ways to mitigate damage to their properties.

RESEARCH EXPERIENCE

- Established and conducted a three-year (2013-2016) long-term ant removal study in south Texas. The aim of the study to determine how presence of arboreal ants engaged in mutualistic interactions with treehoppers affected the arthropod community and the reproductive output of their host tree, honey mesquite.
- Worked as a Field Technician for the Missouri Conservation Department & US Forest Service identifying preferred roost sites of the endangered Indiana bat (*Myotis sodalists*) using radio telemetry and ANABAT recordings.
- Studied the behavior of wild elephants in response to putative pheromone compounds and investigated the effect of elephant land use on herpetofauna abundance and diversity.

PUBLICATIONS:

- **Nasseri, N.** 2009. The relationship of herpetofaunal community composition to tan elephant (*Loxodonta africana*) modified savanna woodland of northern Tanzania, and bioassays with African elephants. Master's Thesis.
- **Nasseri, N., L. McBrayer, and B. Schulte.** 2011. The impact of tree modification by African elephant (*Loxodonta africana*) on herpetofaunal species richness in northern Tanzania. African Journal of Ecology 49:133-140.

- Castelda, S., E. Napora, **N. Nasser**, D. Vyas and B. Schulte. 2011. Diurnal co-occurrence of African elephants and other mammals at a Tanzanian waterhole. *African Journal of Ecology* 49:250-252.
- Schulte, B., K. Bagley, S. Castelda, H. Loizi, **N. Nasser**, D. Vyas and T. Goodwin. 2013. From exploration to selective information gathering: The development of chemosensory investigation in male African elephants (*Loxodonta africana*). In: *Chemical Signals in Vertebrates 13* (Eds. M.L. East and M. Dehnhard). Springer, New York.
- **Nasser**, N. 2018. Investigating the effects of ant-hemipteran mutualisms on the invertebrate community structure and their host plant, honey mesquite (*Prosopis glandulosa*). Doctoral Dissertation.
- McCartin, L., A. Brody, and **N. Nasser**. A natural case study in golden rod (*Solidago altissima*): Host plant benefits due to protective serves of ant-hemipteran mutualisms are conditional to presence of herbivores. (*In press*)

MANUSCRIPTS IN PREP (AVAILABLE UPON REQUEST):

- **Nasser**, N. An effective and efficient method of removing and sampling ants over large spatiotemporal scales.
- **Nasser**, N., J. Strysky, and A. Brody. Review: Structuring of communities through indirect interactions between ant protection mutualisms.
- **Nasser**, N. and A. Brody. Ant-hemipteran mutualisms facilitate flower and fruit production of the invasive hardwood, honey mesquite (*Prosopis glandulosa*) through the removal of arthropod herbivores.

FUNDING

- 2023 \$377.70 – GSU Professional Development Fund (Fall 2023)
- 2023 \$328.60 – GSU Professional Development Fund (Spring 2023)
- 2022 \$12,329.00 – WV Higher Education Policy Commission STaR Grant
- 2016 \$10,800.00 – Welder Wildlife Foundation Refuge Fellowship
- 2015 \$2,000.00 – Carolyn M. Glass '83 Award
- 2015 \$500.00 – Botanical Society of America Graduate Student Research Award
- 2015 \$750.00 – Ronald Suiter Prize
- 2015 \$6,195.00 – Welder Wildlife Foundation Refuge Fellowship
- 2014 \$5,670.00 – Welder Wildlife Foundation Refuge Fellowship
- 2013 \$483.00 – Sigma Xi Grants-In-Aid of Research
- 2013 \$210.00 – Parker Lumber Co.

INVITED TALKS

- **Western Kentucky University (2023)** – Invited to lead a roundtable discussion with their current graduate students on how to survive and be successful in graduate school and tips and skills on looking for jobs or continuing on for PhDs.
- **Western Kentucky University (2023)** – Invited to be WKU's Biology Department weekly seminar speaker. Present my PhD dissertation
- **University of Vermont, Burlington, VT (2017)** – Invited as a guest lecturer in the following courses: Plant–Animal Interactions, Community Ecology, and Evolution.
- **St. Joseph College of Maine, Standish, ME (2016)** – Invited as a guest lecturer for one of their Ecology courses

August 2023

- **Rotary Club International, Sinton, TX Chapter** – Invited to speak to local landowners about my PhD research and the application of my findings for land management.
- **Georgia Southern University, Statesboro, GA (2009)** – Center for International Studies – Invited to speak to international students about my experiences as an ecologist.
- **Elkins High School, Sugarland, TX (2008)** – Invited to speak to senior high school students in AP Biology about reaching their goals in academia and science using personal experiences.
- **Yes Prep. Academy, Houston, TX (2008)** – Invited to speak to high school AP Biology Freshman about ecology and conservation to get them interested in these fields.

Dr. Brian Perkins

129 Barron Avenue Elkins, WV 26241 Work: 304-462-6373
Email: brian.perkins@glenville.edu

Education

Doctorate in Philosophy in Forestry & Forest Products. Virginia Tech, Blacksburg, VA. Area of Concentration: Business and Utilization. GPA: 3.77. May 2009.

Master in Science in Forestry & Forest Products. Virginia Tech, Blacksburg, VA. December 2006. Area of Concentration: Business and Utilization. GPA: 3.72.

Bachelor in Science in Forestry, Wood Processing Option. West Virginia University, Morgantown, WV. May 2001. GPA: 3.49.

Associate in Science in Forest Technology. Glenville State College, Glenville, WV. May 1997. GPA: 3.17.

Career

Associate Professor of Forestry. Department of Land Resources. Glenville State University. Glenville, WV.

Teach 12 credit hours of forestry classes in Fall and Spring semesters. Serve on University governance committees. Member of WV Chapter of the American Chestnut Foundation. Pursue professional development and service activities.

Graduate Research Assistant. Department of Wood Science & Forest Products. Virginia Tech, Blacksburg, VA.

Performed research on forest products business and utilization. Edited two newsletters: Wrote and published scientific peer-reviewed articles and trade journal articles. Made presentations at various conferences and attended industry meetings. Conducted phone, fax, mail and internet surveys as part of my research. Collected information and data on forest products companies. Analyzed data and trends using statistics. Developed and wrote proposals and reports.

Workshop Manager. Westminster Woodworks, Winchester, VA.

Supervised seven shop employees and one draftsperson. Managed custom cabinetry projects from design to installation. Solved problems by communicating with all employees. Developed people management skills.

Outside Salesperson. Winchester Woodworking Corporation, Winchester, VA.

Sold windows, doors, trim, columns and custom millwork. Managed over one half million dollars in sales in 2002. Interacted with customers and suppliers to ensure satisfaction. Developed project management skills.

Process Control Technician. Georgia Pacific, Mt. Hope, WV.

Worked full-time during summers of 1998, 1999, & 2000. Performed quality control tests on oriented strand board. Monitored flake thickness, geometry and percent fines. Worked as a team to fix any quality problems.

Student Waiter & Manager. West Virginia University, Morgantown, WV.

Worked part-time during 4 years of WVU education. Trained and supervised student waiters. Worked with employees and customers to solve problems. Scheduled and audited student employment. Developed people and management skills during this time.

Forestry Aide, W.V. Division of Forestry, Beckley, WV.

Worked during summers of 1996 & 1997. Cruised timber and calculated volume of stands. Marked timber, boundaries and road layout. Assisted foresters and forest rangers.

Teaching

Fall 2019-2022

Dendrology I, Timber Harvesting Techniques, Forest Entomology & Pathology, Silviculture, Fire Protection

Spring 2020-2023

Dendrology III, Timber Harvesting Planning & Systems, Wood Products, Natural Resource Management, Wildlife Habitat Management (every other year)

Fall 2015-2018

Dendrology I, Remote Sensing, Timber Harvesting Techniques, Plant Insect & Disease, Silviculture, Fire Protection

Fall 2014

Dendrology I, Remote Sensing, Timber Harvesting Techniques, Plant Insect & Disease, Silviculture,

Spring 2012 - 2019

Dendrology III, Remote Sensing, Timber Harvesting Planning & Systems, Wood Products, Wood Identification, Natural Resource Management

Fall 2011 - 2013

Dendrology I, Dendrology II, Fire Protection, Remote Sensing, Timber Harvesting Techniques, Plant Insect & Disease

Spring 2011

Dendrology III, Remote Sensing, Timber Harvesting Planning & Systems, Wood Products, Wood Identification, Community Service

Fall 2010

Dendrology I, Dendrology II, Fire Protection, Remote Sensing, Timber Harvesting Techniques, Computer Assisted Mapping

Spring 2010

Dendrology III, Remote Sensing, Timber Harvesting Planning & Systems, Wood Products, Wood Identification, Community Service

Fall 2009

Dendrology I, Dendrology II, Fire Protection, Remote Sensing, Timber Harvesting Techniques, Forest Ecology

Teaching Assistant. Introduction to Natural Resources. Fall 2004.

Teaching Assistant. Forest Products Business Management. Fall 2007.

Service

Assessment committee member 2009-2010; 2012-2013; 2013-2014

Forest Festival, October 3, 2009

Assessment committee chair 2010 – 2012

Faculty Senate at-large representative 2010 - 2012

HLC Self-Study Criterion 3 committee member & subcommittee A chair

Forest Festival October 9, 2010

AB Brooks Forestry Symposium February 8, 2011

Mead Westvaco tree planting April 30, 2011

WV Forest Festival October 8, 2011

US Army Core of Engineers Burnsville Lake meeting December 7, 2011

Forest Technology Advisory Committee meeting February 3, 2012

US ACE Burnsville Lake tree planting March 27, 2012

WV Envirothon Career Fair April 19, 2012

Gear-Up Classes June 28 & 29, 2012

Forest Festival October 5, 2012

HLC Self-Study Criterion 4 chair Fall 2012 – 2013

Edge Articulation meeting March 8, 2013

Arch Coal- Birch River tree planting March 9, 2013

Forest Technology Advisory Committee meeting March 22, 2013

Curriculum Committee meeting April 11, 2013

HLC Visiting Team & Steering Committee meeting April 15, 2013

Hidden Promise Scholars Graduate Dinner April 24, 2013

MeadWestvaco – Beech Ridge tree planting May 15, 2013

Boy Scouts of America Summit Bechtel Reserve tree planting June 1, 2013

Calhoun FFA Forestry Team visit Sept 3, 2013

Forestry Club Road Cleanup September 11, 2013

Curriculum Committee meeting December 5, 2013
Forest Technology Advisory Committee meeting March 7, 2014
Boy Scouts of America Summit Bechtel Reserve tree planting April 19, 2014
Faculty Development committee member 2014 – 2015
Arbuckle Trusts Meeting September 16, 2014
Forestry Club road cleanup October 2, 2014
WV Forest Festival October 4, 2014
US ACE Burnsville Lake community service October 24, 2014
HLC Team Four Meeting November 5, 2014
AB Brooks Forestry Symposium February 3, 2015
HLC Team Four Meeting February 11, 2015
HLC Team Four Meeting February 25, 2015
HLC Team Four Meeting March 18, 2015
Forest Technology Advisory Committee meeting March 27, 2015
US ACE East Lynn Lake tree planting April 17, 2015
TACF Asbury/Hale Chestnut site visit June 30, 2015
Curriculum Committee Member 2015-2017
General Education Subcommittee Member 2015 -2016
Faculty Development Committee Member 2015 -2017
Land Resource Programs Presentation to Girl Scouts November 11, 2016
Forest Technology Advisory Committee meeting February 11, 2016
Recruiting/Marketing meeting with Admissions staff March 9, 2016
Academic Policy Committee meeting March 10, 2016
Marketing/Recruiting meeting with Jeff Boyles April 5, 2016
Exploratory Course for Gilmer County Middle School meeting April 6, 2016
Pocahontas County Recruiting Day April 16, 2016
Land Resources Golf Tournament April 22, 2016
HLC Criterion 4 meeting September 27, 2016
HLC Criterion 4 meeting October 11, 2016
Academic Policy committee meeting October 13, 2016
HLC Criterion 4 meeting October 25, 2016
HLC Criterion 4 meeting November 8, 2016
Gilmer County Elementary School Educators meeting November 20, 2016
Hidden Promise Dinner December 5, 2016
Environmental Science Faculty Search Spring 2017
Gilmer County Elementary School Educators meeting February 7, 2017
Land Resources Department Recruiting meeting March 1, 2017
Land Resources Department Recruiting meeting March 29, 2017
Forest Technology Advisory Committee meeting April 4, 2017
Pioneer Showcase Judging April 18, 2017
Appalachian Forest Heritage Area Museum volunteer August 4, 2017
Land Resources Exploration Day April 7, 2017
AFHA Museum Volunteer August 4, 2018
HLC Criterion 4 meeting October 24, 2018
HLC Criterion 4 meeting January 10, 2018
HLC Criterion 4 meeting January 17, 2018

HLC Criterion 4 meeting January 24, 2018
HLC Criterion 4 meeting January 31, 2018
Cradle of Forestry Seminar February 8, 2018
HLC Criterion 4 meeting February 14, 2018
HLC Criterion 4 meeting February 28, 2018
Consulting Forestry Forum March 12, 2018
HLC Criterion 4 meeting March 14, 2018
Fayette Institute of Technology Career Fair March 16, 2018
HLC Criterion 4 meeting March 28, 2018
WVDOF Consulting Forestry conference call April 5, 2018
HLC Criterion 4 meeting April 14, 2018
Forest Technology Advisory Committee meeting April 9, 2018
Pocahontas County Recruiting Day April 23, 2018
HLC Criterion 4 meeting April 25, 2018
Land Surveying Advisory Board meeting April 26, 2018
HLC Criterion 4 meeting August 24, 2018
HLC Criterion 4 meeting September 4, 2018
HLC Criterion 4 meeting September 18, 2018
Forestry Club Road Clean-up September 18, 2018
WV Hunting & Fishing Days September 22-23, 2018
WV Forest Festival October 6, 2018
WV Consulting Forester Forum October 10, 2018
HLC Criterion 4 meeting October 26, 2018
Appalachian Vegetation Management Seminar January 30, 2019
FFA Recruiting Day February 8, 2019
Farm & Forestry Day @ Capitol February 11, 2019
Academic Policy Committee February 15, 2019
Academic Policy Committee March 1, 2019
Academic Policy Committee March 22, 2019
Land Surveying Faculty Hiring Committee Spring 2019
Academic Policy Committee April 12, 2019
Academic Policy Committee April 26, 2019
Recruiting visit from Geary 8th Grade April 29, 2019
WV Invest meeting with Dr. Vega April 20, 2019
Land Surveying Advisory Committee May 3, 2019
Land Resources Golf Tournament May 10, 2019
WV Invest meeting BOG Executive Committee May 29, 2019
HLC Criterion 4 meeting August 15, 2019
GSC Website Training August 29, 2019
Internship Opportunities in US Forest Service September 12, 2019
Arbuckle Trust Landowner meeting September 16, 2019
Wildlife Curriculum meeting with President Nelson September 18, 2019
WV Hunting & Fishing Days September 21, 2019
Gilmer HS Forestry Team Training September 24, 2019
Lead Development of Wildlife Management Major
WV Forest Festival October 5, 2019

Gilmer HS Forestry Team Training October 7, 2019
GSC Conversation Day October 17, 2019
Academic Policy Committee October 18, 2019
WV Invest meeting with President Nelson October 30, 2019
Academic Policy Committee November 8, 2019
Curriculum Committee November 12, 2019
Department Recruiting meeting November 13, 2019
Academic Policy Committee November 22, 2019
Academic Policy Committee January 17, 2020
HLC Criterion 4 meeting January 27, 2020
General Education Task Force January 30, 2020
General Education Task Force February 20, 2020
Academic Policy Committee March 13, 2020
Faculty Senate President Fall 2020 – Spring 2022
Virtual Recruiting May 12, 2020
College Leadership Council – Vice Chair Fall 2020 – Spring 2022
Recruiting Meeting September 16, 2020
Faculty Meet & Confer September 17, 2020
Recruiting Meeting October 14, 2020
Weekly Dendrology Study Hall Sessions Fall 2020
Faculty Meet & Confer September 19, 2020
President’s Cabinet Meeting December 1, 2020
BOG Executive Committee Meeting December 2, 2020
BOG Meeting December 16, 2021
College Leadership Council Meeting January 15, 2021
Smith Land Surveying Internship Meeting January 28, 2021
Faculty Workload Meeting February 2, 2021
College Leadership Council Meeting March 12, 2021
NRMT Advisory Committee Meeting March 26, 2021
WV Department of Agriculture Meeting April 7, 2021
GSC Open House April 11, 2021
Recruiting Webinar South Charleston HS April 14, 2021
College Leadership Council Meeting April 16, 2021
College Leadership Council Meeting May 5, 2021
GSC Civics October 13, 2021
Gen Ed Task Force – member 2021-2022
Presidential Task Force on Compensation for Advanced Degrees – member
College Leadership Council – member 2021-2022
Workforce Coach Search Committee – Chair
NRMT Advisory Committee March 25, 2022
Academic Policy Committee 2022-2023 – member
HLC Visit Mock Interviews September 13, 2022
Recruiting @ Forest Festival October 5-8, 2022
Appalachian Forest Heritage Area meeting October 19, 2022
Arbuckle Properties meeting October 27, 2022
Land Resources Seminar Series 2022-2023 – Host & Attendant

NRMT Advisory Committee March 17, 2023
College Farm Tree Planting April 4-5, 2023
Land Resource Exploration Day April 19, 2023

Forestry Program Chair

A.S. Forest Technology Program Chair Fall 2012 – 2023
SAF Accreditation Self-Study meeting January 15, 2014
SAF Accreditation Self-Study meeting August 22, 2014
SAF Accreditation Self-Study meeting October 8, 2014
SAF Accreditation Self-Study meeting December 10, 2014
GSC Barn Cleanup December 12 – 18, 2014
Editor/Author of Self Study Report for Initial Accreditation of the Associate of Science
in Forest Technology Degree at Glenville State College
SAF Accreditation Visiting Team site visit May 4 – 6, 2015
Society of American Foresters Forest Technology Committee Meeting November 1, 2015
Meeting with Robert Hardman & Denny Pounds regarding program support February 18,
2016
Land Resources Department Budget meeting December 5, 2016
Land Resources Department Budget meeting February 9, 2017
Forestry curriculum meeting April 6, 2017
Board of Governors meeting April 18, 2017
Board of Governors meeting June 14, 2017
50th Anniversary Planning meeting March 27, 2018
50th Anniversary Planning meeting May 1, 2018
50th Anniversary Celebration August 25, 2018
Advisory Board Meeting March 5, 2021
Advisory Board Meeting March 11, 2022
Advisory Board Meeting March 10, 2023

Professional Development

Meetings, Workshops, & Webinars

Woodland Owners Association of WV Annual Meeting, September 19, 2009
WV Division of Forestry Pesticide Applicators training February 1, 2011
WV Invasive Species Working Group Annual Meeting March 8, 2011
WV Chapter of the American Chestnut Foundation April 17, 2011
WV Division of Forestry Forest Stewardship Certification Workshop May 3, 2011
WV Chestnut Festival October 9, 2011
West Virginia Invasive Species Working Group November 8, 2011
Collaborated on National Forest Foundation Grant
WV Chapter of the American Chestnut Foundation January 8, 2012
West Virginia Invasive Species Working Group March 14, 2012
WV Chapter of the American Chestnut Foundation March 25, 2012
WV Chapter of the American Chestnut Foundation October 7, 2012

WV Chapter of the American Chestnut Foundation January 13, 2013
 ARRI reforestation training February 15, 2013
 IGETT-RS Webinar meeting March 8, 2013
 IGETT-RS Webinar meeting April 19, 2013
 IGETT-RS Summer Institute June 18 – 27, 2013
 IGETT-RS Webinar meeting September 12, 2013
 ARRI/TACF Chestnut Monitoring Training September 18, 2013
 ARRI/TACF Chestnut Monitoring Field Trip September 25, 2013
 IGETT-RS Webinar meeting October 11, 2013
 WV Chapter of the American Chestnut Foundation October 13, 2013
 IGETT-RS Webinar meeting November 14, 2013
 TACF Chapter Presidents Conference Call November 18, 2013
 IGETT-RS Webinar meeting December 13, 2013
 IGETT-RS Webinar meeting January 9, 2013
 AB Brooks Forestry Symposium February 11-12, 2014
 IGETT-RS Webinar meeting February 13, 2014
 WV Chapter of the American Chestnut Foundation February 23, 2014
 TACF Education Committee Conference Call March 3, 2014
 TACF Chapters Committee Conference Call March 6, 2014
 IGETT-RS Webinar meeting March 13, 2014
 WVDOF Forest Stewardship Training Workshop March 13, 2014
 TACF National Board meeting March 21-22, 2014
 WV Invasives Species Working Group meeting March 27, 2014
 WV Society of American Foresters Winter meeting March 31-April 1, 2014
 IGETT-RS Webinar meeting April 11, 2014
 IGETT-RS Webinar meeting May 8, 2014
 TACF Board Meeting Conference Call June 17, 2014
 IGETT-RS Summer Institute June 21-28, 2014
 TACF/WV DEP AML Conference Call July 17, 2014
 CEFTS meeting July 30 – August 1, 2014
 TACF/WV DEP Tub Run Site Visit August 4, 2014
 Chapters Committee Conference Call August 22, 2014
 WV Chapter Preston County Project Conference Call September 3, 2014
 WV Chapter of the American Chestnut Foundation October 12, 2014
 TACF National Board meeting October 16 – 19, 2014
 WV Invasive Species Working Group November 6, 2014
 TACF Board Meeting Conference Call December 8, 2014
 TACF – The Nature Conservancy conference call December 16, 2014
 TACF Education Committee Conference Call February 13, 2015
 WV Chapter of the American Chestnut Foundation February 15, 2015
 USACE Sutton Lake Conference Call March 3, 2015
 WV Division of Forestry Stewardship Workshop March 4, 2015
 TACF/US ACE Sutton Lake Site Visit March 11, 2015
 TACF Chapters Committee Conference Call March 11, 2015
 TACF/ TNC Hungry Beech Site Visit March 13, 2015
 TACF National Board meeting March 20 -22, 2015

Climate Change & West Virginia's Forests April 14, 2015
TACF Educators Conference Call May 12, 2015
TACF Student/Teacher training workshop June 3, 2015
TACF Board Meeting Conference Call June 16, 2015
WV Chapter TACF Conference Call – Leadership November 18, 2015
US Forest Service Biomass Webinar December 7, 2015
WV Chapter TACF Conference Call – Internship February 2, 2016
WV Chapter TACF Conference Call – Hungry Beech February 5, 2016
WV Chapter of the American Chestnut Foundation February 21, 2016
GSC Pioneer Showcase NRMT 493 Student Participation April 19, 2016
TACF Board Meeting Conference Call August 24, 2016
WV Chapter of the American Chestnut Foundation October 9, 2016
Woodmizer Sawmill training March 10, 2017
WV Chapter of the American Chestnut Foundation March 11, 2017
Society of American Foresters Spring Conference April 4 -5, 2017
WV Chapter of the American Chestnut Foundation October 8, 2017
WV Chapter of the American Chestnut Foundation March 10, 2018
WV Chapter TACF Conference Call April 30, 2018
Appalachian Vegetation Management Seminar January 30, 2019
WV Society of American Foresters Winter Conference February 21, 2019
WV Chapter of the American Chestnut Foundation March 23, 2019
TACF Breeding Program Update Webinar April 18, 2019
American Chestnut Windshield Survey Summer 2019
An Overview of the WV Division of Forestry UAS Program September 26, 2019
Oak Decline in the US Webinar October 9, 2019
OSHA: Safety in the Workplace November 22, 2019
WV Chapter of the American Chestnut Foundation April 4, 2020
WV Woodlands Seminar September 14, 2020
Biocontrol of Tree of Heaven October 7, 2020
WV Chapter of the American Chestnut Foundation October 10, 2020
Project Learning Tree Steering Committee November 17, 2020
WV Woodland Stewards December 16, 2020
WV Woodland Stewards January 20, 2021
Fire X Fauna Webinar January 25, 2021
Project Learning Tree Steering Committee January 27, 2021
Markets that affect West Virginia Forestry January 27, 2021
WV Woodland Stewards February 9, 2021
Chestnut Chat Series: Historic Importations and Chestnut Cultivars
February 19, 2021
WV Chapter of the American Chestnut Foundation April 10, 2021
WV Woodland Stewards April 13, 2021
WV Woodland Stewards May 11, 2021
Council of Eastern Forest Technology Schools. August 11, 2021
Prescribed Fire Webinar September 13, 2021
Mentored Katlyne Rollyson on Honor's Project
WV Woodland Stewards September 15, 2021

A Path Forward: Understanding and Restoring Degraded Forests September 22, 2021
Cost Trends and Management Practices of Working Forests October 6, 2021
Forest Bird Habitat Management Planning and Assessments October 8, 2021
Management Considerations for Thousand Cankers Disease October 20, 2021
Prescribed Fire Silviculture Field Trip November 9, 2021
Fall cankerworm in the southeastern U.S. November 10, 2021
Fueling Collaboration - Fire and the Carbon Cycle November 18, 2021
Wildlife Habitat Management Field Trip Healy Farm February 1, 2022
Seminar on Slow the Spread in WV February 10, 2022
AHTI Organizational Meeting February 15, 2022
WV Woodland Stewards March 15, 2022
WV TACF meeting April 2, 2022
Central Hardwood Conference April 7, 2022
WV Woodland Stewards August 16, 2022
WV Woodland Stewards September 13, 2022
WV Woodland Stewards October 18, 2022
Prescribed Fire October 25, 2022
WV Woodland Stewards November 8, 2022
Weyerhaeuser Silviculture field trip November 15, 2022
WV Woodland Stewards January 23, 2023
WV Woodland Stewards March 20, 2023
WV Chapter American Chestnut Foundation April 15, 2023
CEFTS annual meeting August 9, 2023

Professional Memberships:

American Chestnut Foundation
West Virginia Chapter of The American Chestnut Foundation – Board Member
West Virginia Forestry Association

Publications

Bond, Brian and Brian Perkins. 2009. Sawmills Turn to Computers to Gather & Process Information: 84% Use Internet. Pallet Enterprise. June. Volume 29. Number 6. p. 32-35.

Perkins, Brian and Al Schuler. 2009. The Financial Crisis and the Wood Products Industry. Timberline. February. Volume 15. Number 2. P. 21-22.

Perkins, Brian and Al Schuler. 2009. Examining the Causes and Proper Responses to the Current Global Financial Crisis. Pallet Enterprise. February. Volume 29. Number 2. p. 24-27.

Perkins, Brian and Al Schuler. 2009. Financial Cobweb: The financial entities entangled themselves, the U.S. housing industry, and every mom and pop on main street. here's

how it happened. Timber Processing. January/February. Volume 34 Number 1. p. 14-17.

Perkins, Brian and Brian Bond. 2008. Scragg Mill Low-Down. Southern Lumberman. September Vol. 126 No. 6. p. 22-23.

Perkins, Brian, Bob Smith and Philip Araman. 2008. Analyzing the Feasibility of Utilizing Small Diameter Hardwood Timber for Solid Wood Products and Residues. USDA Forest Service, Southern Research Station. General Technical Report. GTR-SRS-111. p. 6

Perkins, Brian. 2008. Managing Energy Costs, Opportunities. Pallet Profile Weekly. May 16.

Perkins, Brian, Robert Smith, and Brian Bond. 2008. Case Study of the Economic Feasibility of a Red Oak Small Diameter Timber Sawmill and Pallet Part Mill. Wood & Fiber Science. 40(2): 258-270.

Perkins, Brian, Robert L. Smith and Brian Bond. 2008. Solid Wood and Residue Yield Analysis of Small-Diameter Red Oak Logs. Forest Products Journal. 58(1/2): 97-100.

Perkins, Brian and Robert Smith, 2008. A Look at the Woodworking Industry's Response to Globalization. Wood & Wood Products. [January](#).

Perkins, Brian and Robert Smith, 2007. Virginia Tech Survey Shows Companies Responding, Adapting to Globalization. Pallet Enterprise. [November](#). Vol. 27 No. 11. p.28-29.

Grants

Benchmarking Factors that Determine Marketing and Firms Performance of Eastern Hardwood Lumber Manufacturers

Investigator(s): Smith, Robert L. and Brian R. Perkins

Sponsor: Wood Education Resource Center of USDA Forest Service

Amount: \$63,916

June 27, 2007 - June 1, 2008

Enhancing Student Learning Experience through Community Service

Proponents: Dr. Rico Gazal and Dr. Brian Perkins

Sponsor: Weyerhaeuser Giving Fund - U.S.

Amount: \$2,500

June 2015

Acquisition of Geospatial Technology to Improve Student Knowledge & Skills

Proponent: Dr. Brian Perkins

Sponsor: WV HEPC Instrumentation Grant

October 2017

Status: Not Funded

Students Find Their Place in Natural Resources: Enhancing Experiential Learning with Geospatial Technology

Proponent: Dr. Brian Perkins & Dr. Rico Gazal

Sponsor: WV HEPC Instrumentation Grant

October 2018

Status: Not Funded

Stihl Gear Up

Sponsor: Tree Care Industry Association & Stihl

September 2018

Status: Not Funded

Appalachian Hardwood Training Initiative (AHTI)

Proponent: Dabney S. Lancaster Community College (VA); Big Sandy Community & Technical College (KY); Glenville State College (WV); Appalachian Hardwood Manufacturers, Inc

Sponsor: Appalachian Region Commission

April 2021

Status: Funded

Amount: \$1,257,609.10

Land Resource Equipment and Technology Modernization

Sponsor: Congressionally-Directed Spending Request & US Department of Education

April 2022

Status: Funded

Amount: \$885,000

Improved Land and Human Resources for Land Resources Department

Sponsor: Congressionally-Directed Spending Request & US Department of Education

April 2023

Status: Pending

Amount: \$1,025,000

Presentations

Perkins, Brian, Robert L. Smith, Gerry Jackson, and Susan LeVan-Green. 2005. Evaluating Markets for Small-Diameter Timber: A Case Analysis in Northern Mississippi. 59th Forest Products Society International Convention. Quebec City, Canada. June 19-22. FPS Poster

Perkins, Brian, Robert L. Smith, and Charlie Becker. 2006. A Business Model for a Small-Diameter Processing Facility in Southwest Virginia. Presented at the 60th Forest Products Society International Convention. Newport Beach, CA. June 25-28, 2006.

- Perkins, Brian R. and Robert L. Smith. 2006. A Business Model for a Small Diameter Processing Facility in Southwest Virginia. Presented to the Research Review team from the U.S. Forest Service Southern Station out of Atlanta for the Virginia Department of Forestry Review held at Blacksburg on August 16.
- Perkins, Brian R. and Robert L. Smith. 2007. Opportunities for Business Development Utilizing Small-Diameter Timber. Poster presentation at the 61st International Convention of the Forest Products Society, Knoxville, TN, June 10-13, 2007.
- Perkins, Brian R. and Robert L. Smith. 2007. Globalizations Impact on the Marketing and Management of Forest Products Firms in the U.S. Presentation at the 61st International Convention of the Forest Products Society, Knoxville, TN, June 10-13, 2007.
- Perkins, Brian R. and Robert L. Smith. 2008. Opportunities for Business Development Utilizing Small-Diameter Timber. Poster presentation at the Smallwood 2008 Conference, Madison, WI. May 13-15, 2008.
- Perkins, Brian R. and Robert L. Smith. 2008. Factors that Influence Firm Performance of Eastern Hardwood Lumber Manufacturers. Poster presentation at the 62nd Forest Products Society International Convention at St. Louis, MO. June 22-24.
- Perkins, Brian R. 2008. Overview of Hardwood Utilization in the United States by Market Segment. Presented at the 62nd Forest Products Society International Convention at St. Louis, MO. June 22-24.
- Perkins, Brian R. 2009. Modeling Factors that Influence Firm Performance of Eastern Hardwood Lumber Manufacturers. Presented at the 63rd Forest Products Society International Convention at Boise, ID. June 21-23.
- Perkins, Brian R. 2010. Natural Resource Careers. Presented at the Doddridge County High School Career Fair at West Union, WV. January 15.
- Perkins, Brian R. 2013. Overview of the West Virginia Chapter of the American Chestnut Foundation. Presented at the West Virginia Division of the Society of American Foresters Winter Meeting at Glenville, WV March 20-21.
- Perkins, Brian R. 2013. Remote Sensing for Foresters. Presented at the West Virginia Division of the Society of American Foresters Winter Meeting at Glenville, WV March 20-21.
- Perkins, Brian R. 2014. Overview of American Chestnut Restoration Efforts. Presented at the American Tree Farm System West Virginia Regional Meeting at Summersville, WV. March 17.
- Perkins, Brian R. 2015. WV Chapter of the American Chestnut Foundation. Presented at the WV Master Naturalist Conference at Elkins, WV June 13.

- Perkins, Brian R. 2016. Overview of American Chestnut Restoration and the WV Chapter. Presented at the American Tree Farm System West Virginia Regional Meeting at Coopers Rock State Forest, WV. April 12.
- Perkins, Brian R. 2016. Overview of American Chestnut Restoration and the WV Chapter. Presented at the American Tree Farm System West Virginia Regional Meeting at Summersville, WV. April 14.
- Perkins, Brian R. 2017. Introduction to American Chestnut Tree. Presented to Gilmer County Elementary School at Glenville, WV. March 6 & 10.
- Perkins, Brian R. 2017. American Chestnut Tree Identification. Presented to Gilmer County Elementary School at Glenville, WV. March 13 & 17.
- Perkins, Brian R. 2017. Size of American Chestnut Tree. Presented to Gilmer County Elementary School at Glenville, WV. March 27 & 31.
- Perkins, Brian R. 2017. A.S. Forest Technology Program Overview. Presented at Society of American Forest West Virginia Division Spring Conference at Glenville, WV. April 4.
- Perkins, Brian R. 2018. Overview of American Chestnut Restoration. Presented at the Summersville Forestry Forum at Summersville, WV. March 19.
- Perkins, Brian R. 2020. Natural Resources Careers. Presented at Gilmer County HS at Glenville, WV. February 14.
- Perkins, Brian R. 2020. Natural Resources Careers. Presented at Lewis County HS at Weston, WV. March 13.
- Perkins, Brian R. 2021. Silviculture 101. Presented at WV Woodland Stewards Seminar. August 17th.

Reports

- Perkins, B., Casselman, C., Bonsi, R., and Leonard, T., 2005. Marketing Plan for Turman Log Homes. Final Report. 43 p. Department of Wood Science & Forest Products, Forest Products Marketing Class.
- Perkins, B., Smith, B., and Jackson, G., 2005. Potential Utilization of Small Diameter Timber in Northern Mississippi. Final Report. 66 p. Department of Wood

Science & Forest Products, Center for Forest Products Marketing & Management,
Virginia Polytechnic Institute & State University Blacksburg, VA.

Perkins, Brian, Robert L. Smith, Brian Bond, A.L. Hammett, and Philip Araman, 2006. A
Business Model for a Red Oak Small Diameter Timber Processing Facility in Southwest
Virginia. M.S. Thesis. 149 p.

Newsletters

Perkins, Brian (Editor). *Center Focus*. March 2005 to May 2009. Quarterly. Center for Forest
Products Marketing & Management, Department of Wood Science & Forest Products,
Virginia Polytechnic Institute & State University Blacksburg, VA.

Perkins, Brian (Editor). *Research Update*. March 2005 to May 2009. Biannual. Center for Forest
Products Marketing & Management, Department of Wood Science & Forest Products,
Virginia Polytechnic Institute & State University Blacksburg, VA.

Awards

Member #271 of National Honor Society for Forest Technology.
Andersen Tully Management Scholarship recipient. 2005.
Appalachian Hardwood Manufacturer's, Inc. Scholarship recipient. 2006.
Steven Sinclair Forest Products Marketing Scholarship 2007.

JACOB PETRY

Grantsville, WV 26147 ♦ Cell: (304) 593-4986 ♦ Jacob.A.Petry@gmail.com

PROFESSIONAL SUMMARY

Faculty well equipped to adopt new material or policy to help students comprehend subject matter. Exceedingly prepared to instruct both large class sizes and smaller groups depending on enrollment demands. Outgoing personality with a long-standing history of professional relationships with students, faculty, staff, and field professionals.

WORK HISTORY

Assistant Professor of Land Surveying, 6/2023 to Present

Glenville State University – Glenville, WV

- FRST 109 – Dendrology II
- LAND 121 – Introduction to Land Surveying
- LAND 193 – Survey Math & Geomatics I
- LAND 233 – NCEES FS Exam Review
- LAND 244 – Remote Sensing and Aerial Photo Interpretation
- LAND 243 – Introduction to Drone Technology
- LAND 335 – Hydrology, Drainage, and Subdivision Design
- NRMT 125 – Computer Assisted Mapping
- Advising Task Force, Library Advisory Committee, Land Surveying Advisory Committee, NRMT Advisory Committee, Mid-Ohio Valley Technical Institute (MOVTI) Computer Aided Drafting Advisory Committee,

Co-Owner/Operator, 6/2022 to Present

Pathfinder Land Surveying, LLC – Grantsville, WV

- Boundary, Cadastral, Aerial Mapping
- Oil & Gas, Infrastructure, Construction

Lecturer of Land Surveying, 1/2022 to 6/2023

Glenville State University – Glenville, WV

Adjunct Instructor, 08/2021 to 12/2021, 08/2020 to 12/2020

Glenville State College – Glenville, WV

Mathematics Tutor, 01/2019 to 05/2020

Glenville State College – Glenville, WV

Land Survey Intern, 05/2019 to 08/2019

Antero Resources Corp. – Marietta, OH

Infantry Rifleman, 07/2015 to 12/2016, (Retired)

U.S. Army – Fort Polk, LA

EDUCATION

Doctor of Engineering: Engineering Technology, expected graduation 05/2026

University of Maine - Orono, Maine

- Major in Surveying Engineering Technology

Masters of Science: Engineering Technology, 05/2023

University of Maine - Orono, Maine

- Major in Surveying Engineering Technology

Bachelor of Science: Natural Resource Management, Major in Land Surveying Technology, Minor in Mathematics, 12/2021

Glenville State College - Glenville, WV

- Graduated summa cum laude
- 6 weeks of upper-level undergraduate mathematics research, sponsored by NASA West Virginia Space Grant Consortium, Summer 2020
- 16 weeks of upper-level undergraduate research: *Predicting Tree Diameter, Height, and Crown Area from Drone Aerial Imagery*, sponsored by NASA West Virginia Space Grant Consortium, Spring 2021
- President's List: Spring 2018 - Fall 2021
- Member of Chi Beta Phi, International Student Association, Land Surveying Club, Forestry Club

Associate of Science: Land Surveying Technology, 05/2020

Glenville State College - Glenville, West Virginia

ACCOMPLISHMENTS

- Created and instructed LAND 243 Introduction to Drone Technology, an online course at GSU
 - Created, patented, and sold the Pathfinder: Directional Conversion Tool, a calculator that helps students and field professionals understand and calculate magnetic secular variation, 2022
 - Inducted in The Society for Collegiate Leadership & Achievement, 2022
 - Facilitated NCEES accreditation of 4-year and 2-year Land Surveying degrees at Glenville State University, 2022/2023
 - Acknowledged in *Mathematics Magazine* for solving problem 2095, VOL. 94, NO. 2, April 2021
 - NASA WVSGC Undergraduate STEM Research Grant – presentation:
Awarded 1st Place at Glenville State College Pioneer Showcase
Predicting Tree Diameter, Height, and Crown Area from Drone Aerial Imagery, April 2021
 - NASA WVSGC Undergraduate STEM Research Grant – presentation:
-

Presented *Natural Numbers, A Solution to a Problem Featured in Mathematics Magazine*, April 2021

- Awarded Citations from West Virginia Governor Earl Ray Tomblin and the State Legislature for 180 hours of volunteer cleanup of the Brown Cemetery in Hartford, West Virginia, December 2015

CERTIFICATIONS

- West Virginia Board of Professional Surveyors, **Surveyor Intern, S.I. # 219**, November 2020
- FAA 107 Unmanned Aircraft Pilot Certificate, 2019
- SafeLandUSA Certificate, 2019
- Member of West Virginia Society of Professional Surveyors
- Member of Surveying and Geomatics Educators Society
- Member of Mathematics Association of America
- Member of The American Association for Geodetic Surveying

Earl N. Thompson
PLS # 2288
1041 Butchers Run Road
Cedarville, Wv 26611
Home Phone_304-462-4743
Cell Phone_270-945-2182
Earl.Thompson@glenville.edu

Work Experience

- Glenville State College
Instructor of Land Surveying
Fall 2019
- Willow Land Surveying
2017-2019
Field Operations Manager
- Smith Land Surveying
1990-1993 / 2008-2017
Field Technician, Crew Chief, Project Manager
- Hoosier Air Transport
1997-2002 / 2002-2004
Team Driver, Over the Road Truck Driver, Repairs
- Lockheed Martin
2002-2004
Equipment Exerciser, Mechanic
- Interstate Amusements Inc.
1993-1997
Ride Operator, Foreman

Education

- Gilmer County High School, 1990
- Glenville State College, 1992
Associate's Degree in Land Surveying Technology

Accomplishments

Spring 2013 Passed the FS exam
Spring 2014 Passed the PS exam
OSHA 10 Safety Training
First Aid and Safety Training
Certificate of completion for an 8 PDH hours course in Highway Surveying
Certificate of completion for an 8 PDH hour course in Geodetic and Control Surveying
Certificate of completion for an 8 PDH hour course in Minimum Standards in Ethics for

Surveying

Member of the West Virginia Society of Professional Surveyors
Certified in the Safe Handling of Fuel for military equipment
Certified in Warehouse Safety

Meetings/Events/Activities

Meeting to discuss updating Learning Objectives for Land Surveying Assessments
Emergency Response Training with Ron Taylor
Department Meeting to discuss updating requirements for summer work experience
classes

Conversation Day. October 17, 2019
Nature Trail Dedication Event. November 7, 2019
Department Meeting to Discuss Recruiting and create a Recruiting Plan
Meeting to Discuss Land Surveying Curriculum Changes
Meeting with USFS to discuss internships

Seminars

Internship Experience Presentations by Land Resources Land Surveying students
Internship Experience Presentations by Land Resources Environmental and Forestry
students

WV DOH Internship & Employment Opportunities Seminar
OSHA: Safety in the Workplace Seminar
USACE Internship Opportunities with Stonewall Jackson and Burnsville Lake
Geodetic Surveying in the USA – Past, Present and Future! Seminar
USFS Seminar about Summer Internships and Career Opportunities

Professional Presentations

Presented at WVSPS Convention. February 15, 2020.

Recruitment

Meeting with Gilmer County High School FFA Forestry CDE Team
Visited Gilmer County High School 6th grade to discuss college opportunities and careers
in Land

Surveying

Visited Gilmer County High School to discuss careers in Natural Resource Management
Virtual Recruiting – ELM/LS. May 18, 2020
Virtual Recruiting – NRMT Program and GSC EQT High School Program
Virtual Recruiting – Land Surveying, Energy & Land Management, Criminal Justice

Services

Library Advisory Committee, fall 2019
Financial Aid Appeals Committee, spring and summer 2020

Allyson Lenora Degrassi

Curriculum Vitae

ACADEMIC ADDRESS

Assistant Professor of Natural Resource Management
Department of Land Resources
Glenville State College
200 High St.
Glenville, WV 26351

(304)462-6375 Office Phone
Allyson.Degarassi@glenville.edu
ORCID: 0000-0002-1634-1614
Website: <https://www.uvm.edu/~adegrass/>

EDUCATION

2016 Ph.D. in Biological Science emphasis in Ecology

Adviser: Nicholas J. Gotelli, Ph.D.
Dissertation: "Impacts of forest disturbance on small mammal ecology"
Department of Biology, University of Vermont

2015 Teaching Higher Education Graduate Completion, Graduate Teaching Program,

Director: Holly A. Parker, Ph.D.
Center of Teaching and Learning, University of Vermont

2011 B.S. in Biological Science

Concentration in Biodiversity, Ecology and Conservation Biology
California State University, Fullerton
Cum Laude

2007 A.A. in Environmental Science

Saddleback Community College Mission Viejo, CA Cum Laude

2005 Certified Ophthalmic Medical Technician (C.O.T.)

Joint Commission on Allied Healthcare Professionals in Ophthalmology

2002 Certified Ophthalmic Medical Assistant (C.O.A.)

Joint Commission on Allied Healthcare Professionals in Ophthalmology

2002 Diploma in Ophthalmic Medical Assistant

Caldwell Community College and Technical Institute, NC Cum Laude

POST-GRADUATE APPOINTMENTS

2016-2018 Postdoctoral Research Associate

Project: *"Small mammals as indicators of environmental change and ecosystem health in northern New England forests"*

Principle Investigator: Rebecca J. Rowe, Ph.D.
Department of Natural Resources and the Environment
University of New Hampshire

2016 Lead Research Assistant

Project: *"The effects of below ground interactions on those above ground in highbush blueberry"*

Principle Investigator: Alison K. Brody, Ph.D.
Department of Biology
University of Vermont

TEACHING INTERESTS

Environmental Science
Ecology and Evolution
Environmental Biology
Comparative Vertebrate Zoology
Mammalogy
Conservation Ecology and Wildlife Management
Statistics

RESEARCH INTERESTS

Community and population ecology
Animal response to environmental change
Landscape ecology
Conservation ecology

TEACHING EXPERIENCE

2016 Graduate Teaching Assistant: Department of Biology, University of Vermont
Course title: Genetics Recitation

2015 Adjunct Faculty: Department of Biology and Physical Education, Norwich University
Course title: Anatomy and Physiology Laboratory

2015 Adjunct Faculty: Department of Biology and Physical Education, Norwich University
Course title: "Introduction to Biology I Laboratory"

2015 Laboratory Developer: Department of Biology, University of Vermont
Course title: Ecology and Evolution

2014 Graduate Demonstrator: Department of Biology, University of Vermont
Course title: Ecology and Evolution Laboratory

2012-2013 Graduate Teaching Assistant: Department of Biology, University of Vermont
Course title: Exploring Biology Laboratory II

2011-2013 Graduate Teaching Assistant: Department of Biology, University of Vermont
Course title: Exploring Biology Laboratory I

2013-2016 Volunteer Instructor: Vermont Fish and Wildlife Department
Course title: Hunter Education
Talk titles: "Wildlife Conservation"

2013 Instructor: National Observatory Ecological Network
Training NEON technicians: Small mammal trapping and handling techniques

2010 Student Instructor Assistant: California State University Fullerton
Course title: Cellular Biology

2009 SCERP Scholar Peer Instructor: California State University Fullerton
Professor: Drs. William Hoese, Paul Stapp, Jayson Smith, Danielle C. Zacherl, Ph.D.
Course title: Problems in Environmental Biology

- 1) Project title: "Foraging behavior of small mammals in Mojave Desert" CSU Desert Studies Center, Zzyzx, CA, in the Mojave Desert
- 2) Project title: "Oyster settlement and temperature exposure" Newport Bay CA, in Newport Orange County

2009 Instructor: California State University Fullerton
Supervisor: Kathrine Dickson, Ph.D.
Course title: Howard Hughes Medical Research Institute Weekend Research Experience

2008 Student Instructor: California State University Fullerton
Professor: William Hoese, Ph.D.
Course title: Evolution and Biodiversity

2007 Student Instructor: California State University Fullerton
Professor: Sean Walker, Ph.D.
Course title: Kids to College Day

Guest Lecturer

2017 Department of Natural Resources and the Environment
University of New Hampshire
Course Title: Inventory and Monitoring of Ecological Communities
Talk Title: "Monitoring Terrestrial Small Mammals in College Woods"

2017 Department of Natural Resources and the Environment
University of New Hampshire
Course Title: Population Ecology
Talk Title: "Using multiple occupancy and population models to track small mammal dynamics"

2016 Harvard Forest
Talk title: "Biodiversity in New England Forests: How to build a long-term ecological database"

2016 Department of Environmental Studies
Drake University, Des Moines, Iowa
Course title: Introduction to Environmental Studies
Talk title: "How organisms respond to their environment"

2016 Department of Environmental Studies
University of North Carolina, Asheville
Course title: Introduction to Environmental Studies
Talk title: "Global Threats to Biodiversity"

2015 Department of Biology, University of Vermont
 Course title: Plant-Animal Interactions
 Talk title: "Exciting interactions among hemlocks, hemlock woolly adelgid, and mammals"

2015 Department of Biology and Physical Education, Norwich University
 Course title: Ecology
 Talk title: "Small mammal trapping techniques"

2015 Department of Biology, University of Vermont
 Course title: Evolutionary Biology
 Talk title: "Understanding evolution to interpret patterns of species interactions in ecology"

2014 Department of Biology, University of Vermont
 Course title: Plant-Animal Interactions
 Talk title: "Effects of foundation species on microclimate and small mammal communities"

2014 Harvard Forest
 Course title: ProjectSmart Advanced High School students from University of New Hampshire
 Talk title: "Small mammals in Harvard Forest"

Mentoring Experience

2016-2018 Co-Mentor: Department of Natural Resources and the Environment, University of New Hampshire
 Master's Thesis: "Southern red-backed vole populations and homerange"
 Graduate: Honora Tisell

2015-2016 Honor's Mentor: Department of Biology, University of Vermont
 Honor's thesis "Leaf litter decomposition in New England forests"
 Undergraduate: Emma Cornin

2015 Mentor: National Science Foundation-Research Experience Undergraduate
 Harvard Forest
 Undergraduates: Joel van de Sande and Ariel de Cruz Reis

2015 Mentor and Supervisor: Federal University of Bahia (UFBA)
 Brazil Biology Institute (BI) Collegiate of the Biology Science Course for Supervised Internship
 Undergraduate: Jefferson Franca de Jesus

2014 Mentor: National Science Foundation-Research Experience Undergraduate
 Harvard Forest
 Undergraduates: Amy Balint and James Leitner

2014 Co-Mentor: National Science Foundation-Research Experience Undergraduate
 Harvard Forest
 Co-Mentors: Aaron Ellison, Ph.D., Audrey Barker-Plotkin, M.S., and Ahmed A.H.Siddig, Ph.D.
 Undergraduates: Claudia Villar-Leeman, Alison Ochs, Simone Johnson, and Jess Robinson

2012 Mentor: National Science Foundation-Research Experience Undergraduate
 Harvard Forest
 Undergraduate: Elizabeth Kennett

2012 Co-Mentor: National Science Foundation-Research Experience Undergraduate
 Harvard Forest
 Co-Mentors: Aaron Ellison Ph.D. and Edward Faison Ph.D
 Undergraduates: Andrew Moe and Yvan A. Delgado de la flor Arana

2009-2011 Peer Mentor: Southern California Ecosystem Research Program (SCERP)
 California State University, Fullerton

Mentor: William Hoese, Ph.D.
Undergraduates: Jackie Arroyo, Shannon Crossen, Anthony Garcia, Patricia Gonzalez, Emily Nguyen, Nicole Sandova, Cheryl Sevilla, Sara (Pfremmer) Snipes, Fernando Vargas, Bryan White
Website: <http://biology.fullerton.edu/scerp/index.html>

RESEARCH EXPERIENCE

2016-2018 Postdoctoral Research Associate University of New Hampshire

Adviser: Rebecca Rowe, Ph.D.

Project title: “*Small mammals as indicators of environmental change and ecosystem health in northern New England forests*”

2016 Lead Research Assistant University of Vermont

Principle Investigator: Alison K. Brody, Ph.D.

Project title: “*The effects of below ground interactions on those above ground in highbush blueberry*”

2011-2016 Graduate Researcher Dissertation. University of Vermont

Adviser: Nicholas J. Gotelli, Ph.D.

Project title: “The effects of foundation species (*Tsuga canadensis*) on small mammal communities, population, and microhabitat associations”

2014 Lead Graduate Researcher Harvard Forest

Adviser: Aaron M. Ellison, Ph.D. Collaborators: Aaron Ellison and Ahmed Hassabelkreem

Project title: “Group Project: Declining hemlock forests affects animal (ants, spiders, salamanders, and small mammals) biodiversity”

2012 Graduate Research Researcher Harvard Forest

Adviser: Aaron M. Ellison, Ph.D. Collaborators: Aaron Ellison, Ed Faison, and Relena Ribbons

Project title: “Group Project: Biotic change in declining hemlock forests”

2012-present Researcher Collaborative Meta-analysis. Long-Term Ecological Research (LTER)

Project title: “Revisiting the loss of foundation species: trends in foundation species research ten years later”

2010 Student Researcher: Mammalogy, California State University, Fullerton

Principle Investigator: Paul Stapp, Ph.D.

- 1) Project title: “Rodent community structure survey and microhabitat associations; Bernard Field Station, Claremont, CA”
- 2) Project title: “Chiroptera survey at Zzyzx Desert Studies Center in Mojave Desert, CA”

2009 Research Assistant: California State University, Fullerton

Principle Investigator: Kim Walker, graduate researcher

Project title: “Diurnal behavior of oyster larvae; Newport Bay, CA”

2009 Research Assistant: California State University, Fullerton

Principle Investigator: Sara Pfremmer, undergraduate researcher Project title: “Oyster settlement behavior; Newport Bay in, CA”

2008 SCERP Scholar: California State University, Fullerton

- 1) Principle Investigators: H. Jochen Schenk, Ph.D., and William Hoese, Ph.D.
CSU Desert Studies Center, Zzyzx, CA, in the Mojave Desert
Project title: “Environmental stress differences in honey mesquite plants located in hummocks versus a dried lake location”
- 2) Principle Investigators: Darren R. Sandquist, Ph.D., Sean Walker, Ph.D., and William Hoese, Ph.D.
Project title: “Effects of trampling on aquatic invertebrate abundance and community structure in

natural streams; National Audubon Sanctuary, CA”

3) Principle Investigators: Kathryn Dickson, Ph.D., Danielle C. Zacherl, Ph.D., Jayson Smith, Ph.D., and William Hoese, Ph.D.

Project title: “Effects of environmental conditions on grunion larval development; CA”

2008 Research Assistant: California State University, Fullerton

Principle Investigator: Sean Vogt, M.S.

Project title: “Feeding preference of native marine herbivores, CA”

2008 Undergraduate Researcher: California State University, Fullerton

Advisers: Steven N. Murray, Ph.D., Dean of Natural Sciences and Mathematics, acting Vice President of Academic Affairs and Jayson Smith, Ph.D.

Undergraduate Thesis

Project title: “Potential drivers of macroalgal preference in southern California marine consumers”.

2007 Research Assistant: California State University, Fullerton

Principle Investigator: Carla Navarro, M.S.

Project title: “Feeding rates of native herbivores on introduced and native seaweeds, CA”

2007 Student Researcher: Saddleback Community College, Mission Viejo, CA

Professor: Judy Pa, Ph.D.

Project title: “Human cooperative behavior in parking structures at Irvine Spectrum parking structures, Irvine, CA”

GRANTS, FELLOWSHIPS, AND SCHOLARSHIPS

2016 University of Vermont Graduate Travel Award (\$400)

2015 Long-Term Ecological Research (LTER) graduate travel award (\$1,300)

2015 Ecology and Evolution Biology Core Laboratory Development Initiative (\$2,000)

2014 American Society of Mammalogists Grant-In-Aid (\$1,500)

2013 National Science Foundation Graduate Research Fellowship (\$106,000)

2013 Northeastern States Research Cooperative graduate student grant (\$10,000)

2012 University of Vermont Graduate Travel Award (\$400)

2010 Cell Development Student Graduate Assistant at California State University, Fullerton (\$400)

2010 Recipient of the Jewel Plummer Cobb Scholarship (\$1,000)

2009 Recipient of the Society for the Advancement of Chicanos/Native Americans Travel Scholarship (\$1,000)

2009 Recipient of the Rachel Carson Biodiversity Conservation Scholarship (\$500)

2008 Recipient of the SCERP National Science Foundation funded UMEB (\$26,000)

Pending and Unfunded Submissions

2018 National Science Foundation- Postdoctoral Research Fellowship in Biology (in prep)

2018 L’Oreal USA Fellowship For Women in Science (in prep)

2015 David H. Smith Conservation Research Fellowship

2015 National Science Foundation- Doctoral Dissertation Improvement Grant

AWARDS AND HONORS

2013 National Science Foundation’s Graduate Research Fellowship

2013 University of Vermont Department of Biology Graduate Teaching Assistant of the Year

2012 Honorable Mention: National Science Foundation’s Graduate Research Fellowship

2007 Guest Speaker representing Saddleback Community College’s department of Environmental Studies at

the National Dean's List Honor Society awards ceremony and dinner

2007 1st place for "Outstanding Research and Poster" from Psi Beta National Honor Society in Psychology for Community and Junior Colleges at the 2007 Psychology Research Conference for Southern California College Research Competition

2004 "Special thanks for services to the school" from the faculty and staff of Caldwell Community College and Technical Institute Boone, NC for performing CPR on a fellow student during class sustaining his life until paramedic's arrival

2002 Ophthalmic Medical Assistant Peer Award at Caldwell Community College and Technical Institute

Dean's List: F11, S10, S09, F08, S08, S07, F06, S06, S06, F05, S05, S02, F01, S01, and F00

National Dean's List 2006

PUBLICATIONS

Degrassi, A. L. 2018. Hemlock woolly adelgid invasion affects microhabitat characteristics and small mammal communities. *Biological Invasions*. 20: 2173-2186

Ellison, A. M. and **Degrassi, A. L.** 2017. All species are important, but some species are more important than others. *J Veg Sci*. 28:669-671 doi:10.1111/jvs.12566

Degrassi, A. and Donovan T. (in prep). Local occupancy, colonization, and extinction of southern red-backed voles in disturbed eastern hemlock forests.

Degrassi, A., Brantley, S. Levine, C.R., Miller, R.J., Mohan, J., Record, S. and Ellison, A.M. (2017). The loss of foundation species revisited. PeerJ pre-print. DOI: 10.7287/peerj.preprints.1409v1.

Undergraduate

Treybig, T.A., **Degrassi, A.**, Hessom, E., Ramos, E., and Casillas, E. 2008. Effects of delayed hatching and swimming speed in the California grunion, *Leuresthes tenuis*. *Dimensions* 11: 35-41.

Casillas, E., **Degrassi, A.**, Hessom, E., Ramos, E., and Treybig, T.A. 2008. Effects of trampling on aquatic invertebrate communities at Bell Creek within Starr Ranch Audubon Sanctuary, CA. *Dimensions* 11: 7

Reports

Degrassi, A. 2015. The effects off foundation species removal on rodent community composition in eastern hemlock (*Tsuga canadensis*) forests. Northeastern State Research Cooperative (NSRC) (report). <http://nsrcforest.org/project/hemlock-woolly-adelgid-hemlock-forests-affects-small-mammal-communities>

Bledsoe, L., Davis, L., **Degrassi, A.**, Edwards, J., Gonzalez, P., Hauser, S., Herrington, L., Kronenfield, B., Lee, J., Mirzaian, C., Oberg, T., Ortiz, E., Peralta, E., sterner, T., Treybig, T., and Stapp, P. 2010. Rodent community structure and microhabitat associations at the Bernard Field Station, Claremont, California. (report). bfs.claremont.edu.

Conference Proceedings

Degrassi, A., 2013. A mammal's tale: fine scale trapping events over time. Symposium "There and back again: replication standards in long-term research, integrating the field and database perspectives for future management" Principal organizer: Ayelet Shavit, Tel Hai College. Ecological Society of America.

Degrassi, A., Smith, J., and Murray, S. 2011. Potential drivers of macroalgal preference in southern California marine consumers. Western Society of Naturalists

Degrassi, A., Smith, J., and Murray, S. 2010. Potential drivers of macroalgal preference in southern California marine consumers: native consumer's possible biocontrol agents. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 7: 121.

Degrassi, A., Smith, J., and Murray, S. 2009. Energetic performance of marine herbivores when fed native or non-native kelp. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 6: 102.

Treybig, T., **Degrassi, A.**, and Dickson, K. 2009. Effects of delayed hatching on muscle and skeletal development in the California grunion, *Leuresthes tenuis*. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 6: 99

Degrassi, A. and Dickson, K. 2008. Effects of delayed hatching on development and swimming speed in the California grunion, *Leuresthes tenuis*. *Bulletin of Inter-club Council and CSUF Associated Student, Inc* 6: 10

Treybig, T., **Degrassi, A.**, Hessom, E., Ramos, E., and Casillas, E. 2008. Effects of delayed hatching on development and swimming speed in the California grunion, *Leuresthes tenuis*. *Bulletin of Southern California Conference on Undergraduate Research* 16: 85

Casillas, E., **Degrassi, A.**, Hessom, E., Ramos, E., and Treybig, T. 2008. Effects of trampling on aquatic invertebrate communities at Bell Creek within Starr Ranch Audubon Sanctuary, CA. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 5: 53

Treybig, T.A., **Degrassi, A.**, Hessom, E., Ramos, E., and Casillas, E., 2008. Effects of delayed hatching on development and swimming speed in the California grunion, *Leuresthes tenuis*. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 5: 87

Ramos, E., Hessom, E., Casillas, E., **Degrassi, A.**, and Treybig, T. 2008. Water stress and availability of *Prosopis glandulosa* (honey mesquite) in varying substrates in the central Mojave Desert. *Bulletin of Society for the Advancement of Chicanos/Hispanics and Native Americans in Science* 5: 124

RESEARCH PRESENTATIONS

Invited Seminars

2018 Glenville State College, Glenville, WV

2018 Penn State University, Fayette PA

2017 University of Maine, Farmington, ME

2016 Drake University, Des Moines, IA

2016 University of North Carolina, Asheville, NC

2015 The Wildlife Society Annual Meeting, Wanakena, NY

2015 Harvard Forest "History and future prospects for Hemlocks" University of Massachusetts Amherst; Video Interview

2015 Northeastern State Research Cooperative, Agency of Natural Resources VT, Montpelier, VT; Webinar

2014 "Harvard Forest Research Experience for Undergraduates" educational video with videographer Roberto Mighty; Video Interview

2013 Ecological Society of America Annual Meeting, Minneapolis, MN; Symposium

2013 All Scientist Meeting Long-Term Ecological Research, Estes Park, CO; Working group talk

2008 Biology Department, California State University, Fullerton, Fullerton, CA; Seminar

Posters

2015 Ecological Society of America Annual Meeting, Baltimore, MD

2015 All Scientist Meeting Long-Term Ecological Research, Estes Park, CO

2015 Harvard Forest Annual Symposium, Petersham MA
2015 Biology and Plant Biology Graduate Research Symposium, University of Vermont, Burlington, VT
2013 All Scientist Meeting Long-Term Ecological Research, Estes Park, CO
2011 Society for the Advancement of Chicanos/Native Americans Annual Conference, Anaheim, CA
2010 Western Society of Naturalists Annual Meeting, San Diego, CA
2010 Society for the Advancement of Chicanos/Native Americans Annual Conference, Dallas, TX
2009 Society for the Advancement of Chicanos/Native Americans Annual Conference, Salt Lake City, UT
2009 Interclub Council and Associated Students, INC California State University, Fullerton, Fullerton, CA
2008 Southern California Committee for Undergraduate Research Annual Conference, Pomona, CA
2007 Psychology Research Conference for Southern California College Research, Mission Viejo, CA

Talks

2014 Department of Biology Biolunch Seminar, University of Vermont, Burlington, VT
2013 Department of Biology Ecolunch Seminar, University of Vermont, Burlington, VT
2012 Department of Biology Ecolunch Seminar, University of Vermont, Burlington, VT
2011 Department of Biology Ecolunch Seminar, University of Vermont, Burlington, VT
2011 Southern California Ecosystems Research Program Showcase, California State University, Fullerton, Fullerton, CA
2009 Interclub Council and Associated Students, INC California State University, Fullerton, Fullerton, CA

PROFESSIONAL ACTIVITIES AND SERVICES

Graduate Student Committees

2018 Honora Tisell, M.S.

Ad Hoc Reviewer

2016 Basic and Applied Ecology
2015 Functional Ecology
2013 Ecological Monographs

Departmental Committees

2009-2011 Department of Environmental Studies, Saddleback College, Mission Viejo CA

PROFESSIONAL DEVELOPMENT

2016 University of New Hampshire

- 1) Title: "Building Blocks for Your Career: Collaborating at UNH"
- 2) Title: "Making Your NSF CAREER Proposal Count: Strategic Thinking about the NSF CAREER Proposal" workshop series

2016 Vermont Genetics Network (VGN)
Title: "VGN Grant Writing Workshop"

PROFESSIONAL AND NON-PROFESSIONAL AFFILIATIONS

present Student member, American Society of Mammalogist
present Society member, Ecological Society of America
present Student member, Wildlife Society
present National Science Foundation: Long-Term Ecological Research (LTER)
2012 Association member, Student Conservation Association
2010 Student member, Western Society of Naturalists
2009 Club founder and club member, The Society of Multidisciplinary Researchers of Tomorrow at California State University, Fullerton
2009 Society member, The Honor Society of Phi Kappa Phi
2008 Club member, Society for the Advancement of Chicanos/Native Americans at California State University, Fullerton Chapter
2006 Society member, The Honor Society of Phi Theta Kappa

OUTREACH AND VOLUNTEER EXPERIENCE

2013-2016 General Science Judge for Vermont State Science and Math Fair (VSSMF; Northfield, VT)
2015 Wildlife Conservation instructor at Machia Wilderness Camp, VT
2013 Invited speaker at the Vermont Experimental Program to Stimulate Competitive Research (EPSCoR), Grant Writing Workshop (Burlington, VT)
2012-2014 "How to Write an Abstract" workshop for Research Experience for Undergraduates, Harvard Forest
2013-2016 Vermont Fish and Wildlife Hunter Education Instructor, "Wildlife Conservation and Wildlife Population Monitoring"; Milton, VT
2013-2014 "Research Ethics" lunch for Research Experience for Undergraduates, students; Harvard Forest
2009 Foster parent of "adoptable" dogs rescued from Love for Canines animal rescue.
2009 Friends of Orange County's Homeless Pets.
2009 Orange County Chapter Society for Conservation Biology. Planted native vegetation at Bay View Slope in Newport Back Bay, CA as part of a restoration effort; Newport, CA
2008 "Welcome to California State University, Fullerton Day". California State University, Fullerton.
2007 "Least Tern and Snowy Plover Habitat Restoration and Beach Clean-up". Least tern and snowy plover breeding habitat restoration, removal of sand buildup along barrier fence surrounding the preserve, planted native vegetation, removed invasive vegetation, and general beach clean-up state beaches (Huntington, CA)
2006 "Breeding raft maintenance for the Light-footed Clapper Rail". Habitat restoration and breeding raft maintenance for the Chula Vista's endangered population

PROFESSIONAL JOB EXPERIENCE, NON-ACADEMIC

2010 **Veterinary Technician Assistant and Receptionist**
ANIMAL HOSPITAL OF IRVINE, Irvine, CA
Doctors: Anne Lai, DVM and Stacy Baumann, DVM
Supervisor: Jeanette Hendricks
2004-2007 **Certified Ophthalmic Technician (C.O.T)**
SOUTH COAST EYE CARE CENTERS Laguna Hills, CA
Supervisor: Cathy Hull, C.O.T
2002-2004 **Certified Ophthalmic Assistant (C.O.A)**
WESTERN CAROLINA EYE Boone, NC
Supervisor: Judy Mullen, C.O.T

RELATED PROFESSIONAL SKILLS

Proficient in Microsoft Office; proficient in trapping (with Sherman live traps), handling, measuring, and tagging small mammals; proficient in **RScript** and **RMarkdown**, practiced in SonoBat software; practiced in preparing mammal museum study skins; proficient of biological and medical lab procedures and instrumentation; proficient of various population estimate techniques; CPR certified

CHRISTIAN DEGRASSI, M.A.

901 Walnut Street
Glennville, WV 26351
(603) 285-5551
chris@clandegrassi.com

EDUCATION

- 2002 – 2004 **M.A. in Geography** – Appalachian State University, NC
Thesis: “*Snow and ice cover changes in the glaciers of the Cordillera Real (Bolivia) 1987-2001: A remote sensing study*”
Adviser: Micheal Mayfield, Ph.D.
GPA 4.0
Outstanding Graduate Student Award & Graduate Teaching Assistant Award
- 1989 – 1994 **B.S. in Geology** – University of Trieste, Italy
Thesis: “*Ostracods and Sediments of Mantua Lake, Italy: Comparative Paleocology*”
Adviser: Nevio Pugliese, Ph.D.
GPA 4.0
Summa cum Laude
- 2006 – 2009 **Geographic Information Systems Training and Certification** – ESRI Redlands, CA
Hydrologic and Hydraulic Analysis Using ArcGIS.
Working with CAD Data in ArcGIS Desktop.
Working with Geometric Networks for Utilities
Extending the ArcGIS Desktop Applications in C#
Programming ArcObjects Using VBA.

TEACHING EXPERIENCE

- Adjunct Faculty** - Cypress College, Cypress, CA Aug 2004 – Dec 2007
Geographic Information Systems (GIS), Geography, and Geology
Prepared student for the GIS Technician Certificate. Lectures and labs included special and advanced GIS topics. Introduced students to real world GIS processes and procedures such as on-screen digitizing, geodatabases, raster analysis, watershed delineation, flood analysis (ArcHydro, HEC-GeoHMS, HEC-GeoRAS). Prepared and taught lectures and labs of Physical Geology, Geomorphology, Hydrology, Topography. Lectures of World Regional Geography and Human Geography.
- Adjunct Faculty** - Saddleback College, Mission Viejo, CA Aug 2006 – May 2007
Geography
Physical Geography Labs lecturer: Topography, Hydrology, Weathering and Erosion processes.

Chris Degrassi, C.V.

Adjunct Faculty- Appalachian State University, Boone NC Jan 2002 – May 2004

Teaching Assistant

Geography

Prepared and taught Physical Geography, Geographic Information Systems (GIS), Remote Sensing (RS), and Hydrology labs.
Prepared educational material and taught GIS workshops for professionals. Maintained 3 computer labs, including system upgrades, networking, data managements, and backups; provided students and faculty support.

Adjunct Faculty- Caldwell Community College, Hudson, NC Aug 2001 – Dec 2001

Computer Science / IT

Prepared and taught topics in basic & advanced Computer Information Systems and Technology.
Lectures in Introduction to Computers, Advanced Excel, Introduction to Microsoft Office.

BROAD TEACHING INTERESTS

Geomorphology, Hydrology, Geography, Geology, Drilling and Prospection, Physics, Computer Science, Robotics, Electronics, Woodworking, Outdoor Survival, Fishing, Archery, Marksmanship, Ethics

PROFESSIONAL WORK EXPERIENCE

R Statistics Programming Consultant Aug 2011 – Present

Consulted ecologist researchers to develop ecological population, community, occupancy, and spatially explicit capture-recapture models using R statistical programming language.

Consultant, Software Engineer, IT Director, Senior GIS Analyst Apr 2010 – Present

Environmental Intelligence – Laguna Beach, CA

Developed Environmental Compliance Web Portals to provide data management, reporting services, and real time GIS Mapping to field environmental monitoring operations executed to comply to Federal, State and Local government environmental requirements (i.e CEQA, NEPA, F&W, and others). The system implementation is based on ASP.Net MVC (C#), Javascript, AJAX, JQuery, ESRI API's, OpenLayers API's, and SQL Server database.

As Senior GIS Analyst I was in charge of geo-datasets management and designs, ArcGIS Server maintenance, and I provided supervision and support to the execution of GIS operations. As IT Director I performed system administration and IT support and maintenance; I have entirely designed the company network, installed and maintained five Hyper-V based servers, and supported 10+ user desktops.

Senior Software Engineer Feb 2012 – Mar 2015

University of Vermont – Burlington, VT

Developed new version of ADM for the cloud and desktop. ADM is a suite of applications used worldwide by psychiatrists and clinicians to evaluate children, families and adults syndromes. I participated and developed on all phases of the project (server side, client UI, database)
Developed .NET applications in C# to support data management for breast cancer research;
Design and maintain related Microsoft SQL Server databases and database objects. Convert and upgrade GUI and code of legacy FoxPro and MS Access applications to .NET 4.0.

Chris Degrassi, C.V.

GIS Software Developer

May 2009 – May 2010

MapWindow GIS Open Source Development (www.mapwindow.org)

Developed and maintained free hydrology open source GIS plug-ins for MapWindow GIS project. Developed and released alpha version of HEC-RAS Utilities plug-in, a HEC-RAS modeling interface for MapWindow GIS, and JeoPeg plug-in, a utility to import location from geo-tagged jpegs to a point shapefile.

GIS Manager; Senior GIS Analyst; Software Developer

Apr 2006 – May 2009

PACE - Pacific Advanced Civil Engineering – Fountain Valley, CA

Coordinated the GIS Department personnel and production. Managed GIS based projects for water resources, storm water engineering, FEMA flood control, utilities inventories, and land development. Managed and created cartographic products, exhibits and maps for project reports. Provided support to engineers and clients in solving spatial problems. Handled all data management including quality control, geodatabase design, SQL DBMS, and file data maintenance. Provided hydraulic and hydrologic modeling (HEC-GeoRAS, HEC-GeoHMS, ArcHydro, WMS, FLO2D, AES). Performed spatial analysis and statistics on topographic Lidar/DEM models, landuse plans, and historical and contemporary aerial photography. Performed survey grade GPS measurements with Trimble and Thales equipment on ESRI mobile ArcPAD. Developed GIS software and GIS customization (C#, VB.NET, VBA), Web Services and Internet Map Services.

San Juan Creek Watershed Study – Orange County, CA

Responsible for the development of hydro tools to improve work flow, processing time, and quality control, including a GIS to AES data exchange application. Conducted maintenance and quality control of the GIS geodatabase including 63 regional watersheds, 1276 sub-basins, associated nodes, stream network, attribute tables, land use, soil, and land development plans. Coordinated and executed the production of cartographic products, exhibits and maps for the project reports.

Newhall Ranch Homestead Hydrology & Hydraulics Analysis – Los Angeles County, CA

Headed the efforts for the development of hydraulic tools including a fast HEC-RAS velocity modeler for ArcGIS that was implemented within the project bank stabilization analysis alternatives. Support to WMS 8.0 hydrological analysis with management and quality control of 2D and 3D GIS layers.

Hitch Ranch – Ventura County, CA

Responsible for the development of ArcGIS tools that interface with Ventura County engineering rational method hydrological models, and allow for faster and more accurate processing and mapping of models. In charge of the GIS data maintenance and quality control, as well as the cartographic production. The geodatabase includes existing and proposed conditions and associated watersheds, sub-basins, nodes and streams networks, piping and engineered water features.

Chris Degrassi, C.V.

Senior GIS Analyst; Software Developer and IT System Administrator Jul 2004 – Apr 2006
GPS Landworks, Inc. – Newport Beach, CA

Provided GIS support for land development & project management. Performed take-offs and earthwork estimates through analysis of existing and proposed terrain conditions. Produced cartographic representation and mapping products illustrating land development phases and progress, including utilities layout, lots and pads, and work plans schedules. Administered hardware and software maintenance, scheduled backups, data management, and quality control. Performed survey grade GPS measurements with Trimble equipment and ESRI ArcPAD. Developed GIS software and customization (C#, VB.NET, VBA), develop web based customer support interfaces & Internet Mapping Services. Developed an internal accounting application and maintained its SQL database.

Golden Valley Ranch - Los Angeles County, CA

Managed data resources for project management, earth work calculations and GPS surveying. The project involves calculation, revision and project cost management to improve work flow performance and time scheduling of construction phases, including maintenance of utility databases, take-offs and land development costs estimate.

Field Geologist/Engineer Dec 1996 – May 2000

Schlumberger Oilfield Services - Milan, Italy and Sugarland, TX

Performed advanced borehole geophysical prospecting to target oil reservoirs through application and interpretation of electric, sounding, gamma ray, and nuclear logs. Duties included installation, maintenance and calibration of sophisticated sensors and logging equipment. Established close client relations by ensuring prompt responses to client's needs and inquiries.

SOFTWARE ENGINEERING AND SKILLS

Programming Proficiency:

.NET (C#, ASP.NET MVC, WebForms, WinForms, XAML)
T-SQL and general SQL (Stored procedures, Views, Triggers, Maintenance, etc)
HTML5/CSS, JavaScript, JQuery, Ajax, Bootstrap
ESRI ArcGIS ArcObject

Programming Knowledge:

VB.NET, C/C++, R, Python, PHP, VBA

Libraries and Frameworks:

MVC and WebAPI, REST, XML, JSON
NHibernate, Entity Framework
N-Unit testing / Moq
IoC/DI technology (Autofac)
Telerik DevCraft (Kendo UI, Reporting)
OpenStreetMaps UI for the Web
Microcontrollers: Arduino/AVR, ESP32 and ESP8266

Tools:

Team Foundation Server, Subversion, Git, Bitbucket, SourceTree Continuous Integration, Bug Tracker.

Chris Degrassi, C.V.

OUTREACH

Certified Instructor

2012– 2017

Vermont Fish and Wildlife, Milton, VT

Teach hunter safety education in classroom and field settings to children and adults. Topics includes: safety, ethics, conservation, first aid, survival skills.

Volunteer Instructor

2012– 2017

Machia Wilderness Camp, Jericho VT

Teach outdoor activities including sports, hunting, marksmanship, fishing, to children between the ages of 8 and 16, during summer camp.

SKILLS

Federally Licensed Amateur Radio Operator, SkyWarn trained spotter, build radios, electronic devices, Raspberry Pi & Arduino programming, robotics, woodworking and craftsmanship, create maps, cartography, orienteering, kayaking/canoeing, hiking, camping, cross country skiing, snowboarding, archery, marksmanship, biathlon, dog training, dog agility training. Past certifications include: CPR, fire fighting, deep water survival

Chris Degrassi, C.V.

Curriculum Vitae

James R. Witte
5689 Sinking Creek Road
Cox's Mills, WV 26342
(304) 462-7920
James.Witte@glenville.edu

Education: *M.A. in Technology Education* (Fall 2006)
West Virginia University, Morgantown, WV 26501

B.S. in Business Administration (December, 1986) Glenville State College
Glenville, WV 26351

A.S. in Land Surveying (December, 1986) Glenville State College Glenville, WV
26351

Graduate courses in Distance Education (2001-2003)
University of Maryland, University College, Adelphi, MD 20783

Licensure: *Professional Surveyor* WV License # 1976

Teaching Experience:

Instructor in Land Surveying (2001-present) Glenville State College, Glenville,
WV 26351 Classes taught include: Computer Assisted Mapping, Introduction to
Land Surveying, Forest Surveying, Route Construction and Design, Legal
Descriptions: Interpretation and Writing, Cartography, Retracement Surveys,
Computations II, Energy Resource Surveying, Professional Decisions and
Landman Technology.

Adjunct Instructor (1990 –2000) Glenville State College Glenville, WV 26351
Taught Computer Assisted Mapping and Design.

Program Speaker (2003-2017) Invited speaker at the WV Association of Land
Surveyors Annual conference. Delivered seminars on land surveying and
presented workshops for surveyors preparing to take the licensing examinations.

Professional Land Surveying Experience:

Professional Surveyor (2001) Covey Engineering, Sutton, WV 26601
Responsibilities included all aspects of surveying, encompassing both field and
office work, including mine permitting, AML and NPDES design and extensive
experience in computer applications.

Professional Surveyor (1998-2000) Zande and Associates Buckhannon, WV 25314 Responsibilities included a broad range of surveying applications as well as the use of computer assisted mapping technology.

Computer Operator/CADD Specialist, Surveyor (1987-1998) Smith Land Surveying, Inc. Glenville, WV 26351 Responsibilities included performing boundary surveys, oil and gas well locations. Computer skills included data input and mass storage of all field information, final computer based calculations, hard copy output, plats, computerized drafting and design, small access road design and related earthwork computations, and topographic surveys.

Professional Memberships:

West Virginia Society of Professional Surveyors
GSC Representative to WVSPS 2002-1010
President of the WVSPS 2008
Vice-president of the WVSPS 2009-2011
WVSPS Leadership Award 2009

National Society of Professional Surveyors
NSPS Representative for West Virginia 2010-2012

American Congress on Surveying and Mapping

Continuing Education and Professional Development:

Since joining the faculty of GSC in August, 2001, I have completed course work in Technology Education and attended seminars on a variety of topics. These are listed by year and include: 2002, Surveying Instrument adjustment and maintenance, Legal aspects of client and employee relations; 2003 Rural and city lot boundary solutions, Structure and uses of Continuously Operating Reference Stations (those maintained by the NGS) and Standards and Ethics as provided by the Board of Examiners for Surveyors in WV.; 2004, Positional Accuracy Standards; 2005, The Use and Preparation of Boundary Agreements in the resolution of boundary disputes.; 2006, Rights of way and Geometry of the roads in WV, and Civil War Surveying, an Historical perspective. In addition to attending classes and seminars, I have given a licensing review class for the WVSPS for the years 2004 through 2018.

Appendix II – Curricula by Major

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT**

GSC 100 The First Year Experience 0 hour
All degree seeking students are required to take GSC 100 during their first semester.

General Education Requirement 39 hours

Natural Resource Management Core 29 hours

BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT Elective (300-400 level)		3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Required Hours in major by program area vary from 32-43.

General Block Electives (select from the following 300-400 level courses)

Hours required vary by program area from 8-15 hours.

BIOL 305	General Botany	4
BIOL 335	Cell Physiology	4
BIOL 351	Flora of West Virginia (OR)	
NRMT 351	Flora of West Virginia	3
BIOL 361	Microbiology	4
BIOL 371	Evolution	4
BIOL 399	Special Topics and Problems	1-3
BIOL 456	Genetics	4
BIOL 460	Physiological Ecology	4
BIOL 470	Conservation Biology	4
BUSN 470	Business Law II	3
ENVR 351	Soil Science	3
HIST 303	West Virginia and the Appalachian Region	3
LAND 335	Hydrology, Drainage and Subdivision Design	3
MGMT 383	Labor Management Relations	3
MGMT 384	Human Resource Management	3
MGMT 484	Organizational Behavior	3

MGMT487	Operations Management	3
NRMT311	Natural Resource Permitting	3
NRMT312	Sustainable Trails Design & Construction	3
NRMT334	GIS Applications II	3
NRMT389	Community Service	1-3
NRMT 397	Work Experience II	1-4
NRMT399	Special Topics & Problems	1-3
NRMT410	Energy Resource Law	3
NRMT499	Individual Research Problems	1-3
PHYS 310	General Astronomy	4
SAFE 327	Legal Aspects and General Safety	2
STAT 361	Introduction to Statistical Analysis	3
WLMT 301	Wildlife Law & Policy	3
WLMT 302	Wildlife Habitat Management	3
WLMT 404	Mammalogy	4
WLMT 493	Wildlife Techniques	3

Restricted Block Electives (select from the following)

Hours required vary by program area from 0-5 hours

ACCT 231	Principles of Accounting I	3
ACCT 232	Principles of Accounting II	3
BIOL 120	Principles of Biology II	4
BIOL 293	Techniques of Science	2
BIOL 314	Zoology	4
BUSN 100	Introduction to Business	3
BUSN 193	Applied Business Communication	3
BUSN 230	Quantitative Business Analysis I	3
BUSN 270	Business Law I	3
CHEM293	Techniques of Chemistry	1
CRJU 111	Introduction to Criminal Justice System	3
CSCI 260	Management Information Systems	3
ECON 201	Principles of Microeconomics	3
ECON 202	Principles of Macroeconomics	3
FRST 108	Dendrology I	1
FRST 109	Dendrology II	1
FRST 110	Dendrology III	1
FRST 202	Forest Recreation and Wildlife Management	3
FRST 203	Forest Entomology and Pathology	3
GEOG 203	World Regional Geography	3
GEOG 204	Physical Geography	3
LAMN193	Principles of Energy and Land Management	3
LAMN293	Landman Titles and Abstracting	3
LAND 121	Introduction to Land Surveying	3
LAND 123	Land Survey Descriptions-Interpretations	

	and Writing	2
LAND 124	Land Survey Boundary Law	3
LAND 244	Remote Sensing and Aerial Photo Interpretation	1
MATH202	Calculus I	4
MATH256	Probability and Statistics I	3
MRKT201	Principles of Marketing	3
PHYS 201	General Physics I	4
PHYS 202	General Physics II	4
PHYS 209	General Geology	4
SCNC 101	Earth Science	4

*If any of the following electives are counted toward satisfying general education, core or major hours they cannot be counted as required restricted electives.

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT
CRIMINAL JUSTICE MAJOR**

GSU 100 The First Year Experience 0 hour

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement 39 hours

Students must complete BIOL 121, MATH 115, POSC 203 and SOCL 205 as part of the General Education requirements.

Natural Resource Management Core 29 hours

BIOL 121	Principles of Biology II	
BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT Elective (300-400 level)		3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Criminal Justice Major 52 hours

CRJU 111	Introduction to Criminal Justice System	3
CRJU 215	Crime Scene Management	3
CRJU 222	Police Practices and Procedures	3
CRJU 223	Corrections	3
CRJU 232	Criminal Evidence and Procedures	3
CRJU 310	Criminal Justice Management	3
CRJU 397	Work Experience	1
POSC 204	State and Local Government	3
POSC 309	Civil Liberties	3
PSYC 201	General Psychology	3
SOCL 105	Interviewing and Counseling	3
SOCL 209	Social Problems	3
WLMT 301	Wildlife Law & Policy	3
General Block Electives (300-400 level)		15

See General Block Electives list at the end of this catalog section.

Total minimum hours required for degree 120 hours

GATEWAY ASSESSMENT – CRJU 232 - CAPSTONE ASSESSMENT – NRMT 493

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANGAMENT
ENERGY AND LAND MANAGEMENT MAJOR**

GSU 100 The First Year Experience 0 hour

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement 39 hours

Students must complete BIOL 121, GEOG 203, MATH 115, PHYS 209, and POSC 203 as part of the General Education requirements.

Natural Resource Management Core 29 hours

BIOL 121	Principles of Biology II	
BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT Elective (300-400 level)		3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Energy and Land Management Major 52 hours

BUSN 193	Applied Business Communications	3
BUSN 225	Business Ethics	3
BUSN 270	Business Law I	3
BUSN 470	Business Law II	3
LAMN 193	Principles of Energy and Land Management	3
LAMN 293	Landman Titles & Abstracting	3
LAMN 397	Work Experience	1
LAND 121	Introduction to Land Surveying	3
LAND 123	Land Survey Descriptions-Interpretation and Writing	2
MGMT 484	Organizational Behavior	3
NRMT 311	Natural Resources Permitting	3
NRMT 334	GIS Applications II	3
NRMT 410	Energy Resource Law	3
PHYS 209	General Geology	
General Electives (300-400 level): These courses are recommended:		12
ENVR 351	Soil Science	
LAND 335	Hydrology, Drainage, and Subdivision Design	
MGMT 384	Human Resource Management	
MGMT 487	Operations Management	
Restricted Block Electives: These courses are recommended:		4
FRST 109	Dendrology II	
LAND 244	Remote Sensing and Aerial Photo Interpretation	

Total minimum hours required for degree 120 hours

GATEWAY ASSESSMENT - LAMN 293 - CAPSTONE ASSESSMENT - NRMT 493

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT
ENVIRONMENTAL SCIENCE MAJOR**

GSU 100 The First Year Experience **0 hour**

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement **39 hours**

Students must complete BIOL 121, ENVR 101, GEOG 203, MATH 115 and POSC 203 as part of the General Education requirements.

Natural Resource Management Core **29 hours**

BIOL 121	Principles of Biology II	
BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT Elective (300-400 level)		3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Environmental Science Major **52 hours**

BIOL 250	Microbiology of Diseases (OR)	
BIOL 361	Microbiology	4
CHEM 101	General Chemistry I	4
CHEM 102	General Chemistry II	4
ENVR 193	Solid Waste Management	3
ENVR 255	Health and Safety	3
ENVR 351	Soil Science	3
ENVR 397	Work Experience	1
NRMT 334	GIS Applications II	3
PHYS 209	General Geology	4
STAT 361	Introduction to Statistical Analysis	3
General Block Electives (300-400 level)		15
	See General Block Electives list at the end of this catalog section.	
Restricted Block Electives		5
	See Restricted Block Electives at the end of this catalog section.	

Total minimum hours required for degree **120 hours**

GATEWAY ASSESSMENT - ENVR 193 - CAPSTONE ASSESSMENT - NRMT 493

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT
FOREST TECHNOLOGY MAJOR**

GSU 100 The First Year Experience **0 hour**

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement **39 hours**

Students must complete BIOL 121 and MATH 115 as part of the General Education requirements.

Natural Resource Management Core **29 hours**

BIOL 121	Principles of Biology II	
BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT	Elective (300-400 level)	3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Forest Technology Major **52 hours**

FRST 103	Forest Measurements I	3
FRST 108	Dendrology I	1
FRST 109	Dendrology II	1
FRST 110	Dendrology III	1
FRST 193	Forest Measurements II	3
FRST 197	Work Experience	1
FRST 202	Forest Recreation and Wildlife Management	3
FRST 203	Forest Entomology and Pathology	3
FRST 205	Wood Products, Processing and Marketing	2
FRST 206	Timber Harvest Planning and Systems	3
FRST 209	Silviculture and Vegetation Management	4
FRST 212	Timber Harvesting Techniques	2
FRST 214	Fire Protection	2
FRST 216	Wood Identification	1
FRST 293	Forest Management	3
LAND 121	Introduction to Land Surveying	3
LAND 244	Remote Sensing and Aerial Photo Interpretation	1
General Block	Electives (300-400 level)	15

See General Block Electives list at the end of this catalog section.

Total minimum hours required for degree **120 hours**

GATEWAY ASSESSMENT - FRST 293 - CAPSTONE ASSESSMENT - NRMT 493

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT
LAND SURVEYING TECHNOLOGY MAJOR**

GSU 100 The First Year Experience **0 hour**

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement **39 hours**

Students must complete BIOL 121, MATH 115 and ENVR 101 (OR) PHYS 209 (OR) SCNC 101 as part of the General Education requirements.

Natural Resource Management Core **29 hours**

BIOL	121	Principles of Biology II	4
BIOL	400	Ecology and Field Biology	4
ENVR	352	Air/Water/Soil Quality	3
ENVR	393	Environmental Compliance	3
MGMT	201	Principles of Management	3
MGMT	Elective (300-400 level)		3
NRMT	125	Computer Assisted Mapping	3
NRMT	201	Forest Ecology	3
NRMT	234	GIS Applications I	3
NRMT	493	Natural Resource Management	3

Land Surveying Major **51 hours**

FRST	109	Dendrology II	1
FRST	216	Wood Identification	1
LAND	121	Introduction to Land Surveying	3
LAND	123	Land Survey Descriptions-Interpretations and Writing	2
LAND	124	Land Survey Boundary Law	3
LAND	193	Survey Math and Geomatics I	3
LAND	197	Work Experience	1
LAND	230	Survey Math and Geomatics II	3
LAND	231	Retracement Surveys	3
LAND	232	Cartographic Surveying	4
LAND	240	Route and Construction Surveys	2
LAND	241	Energy Resource Surveying	1
LAND	244	Remote Sensing and Aerial Photo Interpretation	6
LAND	293	Survey Decisions/Professional Applications	4
LAND	335	Hydrology, Drainage and Subdivision Design	3
MATH	115	College Algebra	8
MATH	125	College Trigonometry	3
General Block Electives (300-400 level)			8

See General Block Electives list at the end of this catalog section.

General Elective **1 hour**

PED 301 is recommended

Total minimum hours required for degree

120 hours

GATEWAY ASSESSMENT - LAND 293 - CAPSTONE ASSESSMENT - NRMT 493

**BACHELOR OF SCIENCE
NATURAL RESOURCE MANAGEMENT
WILDLIFE MANAGEMENT MAJOR**

GSU 100 The First Year Experience 0 hour

All degree seeking students are required to take GSU 100 during their first semester.

General Education Requirement 39 hours

Students must complete BIOL 120, 121 and MATH 115 as part of the General Education requirements.

Natural Resource Management Core 29 hours

BIOL 121	Principles of Biology II	
BIOL 400	Ecology and Field Biology	4
ENVR 352	Air/Water/Soil Quality	4
ENVR 393	Environmental Compliance	3
MGMT 201	Principles of Management	3
MGMT Elective (300-400 level)		3
NRMT 125	Computer Assisted Mapping	3
NRMT 201	Forest Ecology	3
NRMT 234	GIS Applications I	3
NRMT 493	Natural Resource Management	3

Wildlife Management Major 52 hours

BIOL 120	Principles of Biology I	
BIOL 314	Zoology	4
FRST 103	Forest Measurements I	3
FRST 108	Dendrology I	1
FRST 109	Dendrology II	1
FRST 110	Dendrology III	1
FRST 193	Forest Measurements II	3
FRST 202	Forest Recreation and Wildlife Management	3
FRST 206	Timber Harvest Planning and Systems	3
FRST 209	Silviculture and Vegetation Management	4
FRST 212	Timber Harvesting Techniques	2
FRST 214	Fire Protection	2
FRST 293	Forest Management	3
WLMT 301	Wildlife Law & Policy	3
WLMT 302	Wildlife Habitat Management	3
WLMT 397	Work Experience	1
WLMT 404	Mammalogy	4
WLMT 493	Wildlife Techniques	3

General Block Electives (300-400 level) These courses are recommended: 8

BIOL 305	General Botany	
BIOL 351	Flora of West Virginia (cross listed as NRMT 351)	
BIOL 361	Microbiology	
BIOL 371	Evolution	
BIOL 460	Physiological Ecology	
BIOL 470	Conservation Biology	

NRMT 499 Individual Research Problems

Total minimum hours required for degree 120 hours

GATEWAY ASSESSMENT – FRST 202 - CAPSTONE ASSESSMENT – WLMT 493

Appendix III – Enrollment in Program Core Classes by Semester

DEPT-COURSE NUMBER	TITLE	ENROLLMENT BY SEMESTER OFFERED (NRMT CORE)														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
ENVR 352	Air/Water/Soil Quality		16			11			21						16	
ENVR 393	Environmental Compliance	9	9		9	10			20		10	11			13	
NRMT 125	Computer Assisted Mapping	19			29	9		13			18	16		21	17	
NRMT 201	Forest Ecology	22			16			23			14			24		
NRMT 234	GIS Applications I	20			14	9		17	15		28	8		16	10	
NRMT 311	Natural Resource Permitting		9			13			22			7			8	
NRMT 334	GIS Application II	17			14			10			13	5		11	13	
NRMT 493	Natural Resource Management Applications		18			13			24			10			14	

* NOTES: FA = Fall; SP = Spring; SU = Summer

DEPT-COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Natural Resources Management – Criminal Justice														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
WLMT 301	Wildlife Law & Policy							12						14		

DEPT-COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Natural Resources Management – Energy & Land Management														

		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
LAMN 193	Principles Energy & Land Management	5						4								
LAMN 293	Landman Titles & Abstracting		3													
LAMN 397	Work Experience			1						1						
LAND 121	Introduction to Land Surveying	8	10		8	10			15			9		6	7	
LAND 123	Land Survey Descriptions- Interpretation and Writing		11			9			7			5			7	
NRMT 410	Energy Resource Law	10			14			20			15			8		

DEPT- COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Natural Resources Management – Environmental Science														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
ENVR 101	Environmental Science	47	70	20	47	43	20	47	85	19	65	74	22	101	64	22
ENVR 193	Solid Waste Management	6						5						10		
ENVR 255	Health and Safety				15						21	1				
ENVR 351	Soils and Land Reclamation	7			6						15			3		
ENVR 397	Work Experience			4		1	3			4						3

DEPT- COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Natural Resources Management – Forest Technology														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
FRST 103	Forest Measurements I	11			5			11			11			9		
FRST 108	Dendrology I	9			8			17			13			15		
FRST 109	Dendrology II	28			18			17			18			18		
FRST 110	Dendrology III		7			7			8			9			12	
FRST 193	Forest Measurements II		9			5			9			8			9	
FRST 197	Work Experience			8						9			8			5
FRST 202	Forest Recreation and Wildlife Management		9			11			18			11			10	
FRST 203	Forest Entomology & Pathology	6			8			8			3					
FRST 205	Wood Products, Processing, and Marketing		9			7			10			2			9	
FRST 206	Timber Harvest Planning and Systems		6			9			4			10			4	
FRST 209	Silviculture and Vegetation Management	7			8			5			9			7		
FRST 212	Timber Harvesting Techniques	11			5			5			9			10		
FRST 214	Fire Protection	12			8			16			13			14		
FRST 216	Wood Identification	8	12		8	9		11	5		11	1		5	10	
FRST 293	Forest Management		6			9			5			7			9	
LAND 121	Introduction to Land Surveying	8	10		8	10			15			9		6	7	
LAND 244	Remote Sensing and Aerial Photo Interpretation	16			10	11		19			10	13		6	12	

DEPT- COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Natural Resources Management – Land Surveying														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
ENVR 101	Environmental Science (OR)	47	70	20	47	33	20	65	96	19	81	74	22	102	64	22
FRST 109	Dendrology II	28			18			17			18			18		
FRST 216	Wood Identification	8	12		8	9		11	5		11	1		5	10	
LAND 121	Introduction to Land Surveying	8	10		8	10			15			9		6	7	
LAND 123	Land Survey Descriptions- Interpretations and Writing		11			9			7			5			7	
LAND 124	Land Survey Boundary Law		11			5			6			4			8	
LAND 193	Survey Measurements and Computations I		11			7			5			5			6	
LAND 197	Work Experience			11						4		1	7			
LAND 230	Survey Measurements and Computations II	8			11			6			5			4		
LAND 231	Retracement Surveys	8			10			7			5			4		
LAND 232	Cartographic Surveys	8			12			6			5			4		
LAND 240	Route and Construction Surveys		8			10			6			5			4	
LAND 241	Energy Resource Surveying		8			8			8			5			4	
LAND 244	Remote Sensing and Aerial Photo Interpretation	16			10	11		19			10	13		6		
LAND 293	Survey Decisions/Professional Applications		8			9			7			5			4	
LAND 335	Hydrology, Drain, and Subdivision Design	6						15						7		

DEPT- COURSE #	TITLE	ENROLLMENT BY SEMESTER OFFERED Bachelor of Science Natural Resource Management -Wildlife Management														
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU
FRST 103	Forest Measurements I	11			5			11			11			9		
FRST 108	Dendrology I	9			8			17			13			15		
FRST 109	Dendrology II	28			18			17			18			18		
FRST 110	Dendrology III		7			7			8			9			12	
FRST 193	Forest Measurements II		9			5			9					9		
FRST 202	Forest Recreation and Wildlife Management		9			11						11			10	
FRST 206	Timber Harvest planning and Systems		6			9			4			10			4	
FRST 209	Silviculture and Vegetation Management	7						5			9			7		
FRST 212	Timber Harvest Techniques	11			5			5						10		
FRST 214	Fire Protection	12			8			16			13			14		
FRST 293	Forest Management		6			9			5			7		5	9	
WLMT 301	Wildlife Law & Policy							12						14		
WLMT 302	Wildlife Habitat Management											9				
WLMT 397	Work Experience II									3			3			3
WLMT 404	Mammalogy													5		
WLMT 493	Wildlife Techniques														7	

Appendix IV – Assessment of Natural Resource Management Learning Objectives

Courses Used in Assessment

NATURAL RESOURCE MANAGEMENT OBJECTIVES (BS)	ENVR 352	ENVR 393	NRMT 234	NRMT 493
1. Describe the air, water, and soil as components of the environment, and recognize human impacts on those resources.	X			
2. Evaluate economic, political and social processes in the use and sustainable development of natural resources.				X
3. Summarize the major state and federal environmental laws and regulations.		X		
4. Interpret and utilize geospatial and surveying data in natural resource management.			X	
5. Apply methods for management of sustainable resources.				X
6. Develop natural resource management plans, including schedules, budgets, quality assurance, and health and safety, and communicate plans to diverse audiences.				X

Appendix V – Work Experience Employers

Natural Resource Management Student Work Experience Employers

Abstract WV LLC	Life Greenhouse
Allegheny Surveying	National Forest Service
Allegheny Wood Products	NRCS
American Chestnut Foundation	Paramount Land Surveying
Appalachian Timber Services LLC	Perkins Land Surveying
Appalachian Trail Conservancy	Pioneer Engineering & Surveying
Axis Land Surveying	Plum Orchard Lake W.M.A.
B. Miller Inc. Pipeline & Excavating	R & R Construction
Beckwith Lumber Co.	Ramsey's Excavating
Blaine Surveying	RK&K Engineers
Boyles & Hildreth Engineers	S & S Engineers Inc.
Buckskin Scout Reservation	SEPRO Corporation
Cedar Creek State Park	Smith Land Surveying
CENTEC Engineering	Thrasher Engineering
CESO	Triad Hunter LLC
Chapman Technical	Turn-Key Tunneling
Chris Taylor Timber LLC	Tygart Lake State Park
Coastal Timberlands	US Army Corps of Engineers
Corner2Corner Land Surveying	US Forest Service
Cornestone Land Surveying	USDA
D & H Engineering	Waco Oil & Gas
Facemyer Lumber Co.	Wallace Montgomery
Flatwoods Canoe Run PSD	Watoga State Park
Forecon Inc.	Westlake Inc.
Forestry Associates Inc.	Weyerhaeuser
Frankfort Plant Board	Willow Land Surveying
Giles Point Survey	WV Dept. of Agriculture
Glenville State University	WV DEP
Greenbrier Co. Conservation District	WV DOT
GreenPro Environmental	WV Division of Forestry
Holmes County Health Department	WV DNR
Hupp Surveying & Mapping	WV Division of Natural Resources
I3 Engineering	
J. F. Allen Co.	
John L. Wayne, Jr. Licensed Land Surveyor & Forester	
Kanawha Forestry	
Kanawha State Forest	
L & W Enterprises	
Landmark Forestry LLC	

Appendix VI – External Reviewer Report

West Virginia Department of Agriculture

Kent A. Leonhardt, Commissioner
Joseph L. Hatton, Deputy Commissioner



Thank you for the opportunity to review Glenville State University's Bachelors of Science Natural Resource Management program (BSNRM). The program requirements are well defined, and easy to navigate and understand. Courses cover a diverse range of subjects that are applicable in real world work situations, and students can easily monitor their progress through program requirements. This is a very well thought out and complete program that prepares students to either enter the workforce or continue their higher education.

The faculty at GSU is very accommodating, partnering with outside agencies to give students exposure to many different employment opportunities in the public and private sector. I have been fortunate to have hired several students for summer internships and graduates for full time positions. They arrive well prepared, already having knowledge of the work subject, including: GIS software, land navigation (topographic map reading), and tree and insect identification. They are eager to learn more and willing to give complete attention to the job. This can only be achieved with a modern, well-rounded course of study that holds students' attention, and in which students can relate what they have learned to real world scenarios.

The program covers an immense amount of information pertaining to natural resource management, and I understand the following subject are covered in the required course curriculum; however, from my standpoint, a couple subjects that could be expanded are:

1) GIS

GIS is used every day in an unlimited number of applications. Using the most up to date software and having hands-on experience is invaluable.

2) Basic Cartography

The advancement of electronic mapping has certainly simplified navigation, however the ability to read a paper map (7 1/2 minute topographic) is still important and used in a few applications.

Overall, the BSNRM program is very complete and relevant to today's job market. The great reputation of the program is far reaching and graduates from the program are much sought after by employers in all facets of natural resources. I hope this evaluation is of use in advancing the NRM program forward.

Regards,
Andy Stotts
West Virginia Department of Agriculture
Slow the Spread Program Coordinator/Plant Regulatory Officer
Plant Industries Division

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GLENVILLE

STATE UNIVERSITY

PROGRAM REVIEW
Interdisciplinary Studies, B.A./B.S.

2024

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4.1.1. Mission

4.1.1.a Institutional Mission

Glenville State University prepares and inspires students to be thoughtful, product, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world. The Interdisciplinary Studies Program (IDS) supports the mission of GSU by providing students the skills and credentials needed to become “productive... and responsible citizens” who are capable of contributing to today’s workforce. It further promotes educating a greater number of students to meet their personal and professional goals and provides for a more educated workforce in our communities.

The IDS program aligns with WVHEPC to achieve its goal of a more educated workforce in West Virginia. This program is a flexible degree that can be tailored to fit multiple student needs. The IDS degree utilized courses taught throughout all the curricula offered by Glenville State University, the West Virginia System of Higher Education, and other accredited institutions of higher education throughout the country.

4.1.2. Faculty

The IDS Degree Program has a dedicated Glenville State University (GSU) faculty member that serves as a coordinator of the IDS program, Dr. Kandas Queen, and helps advise students entering the IDS program. This includes coordinating program requirements of the degree and reviewing the plan of study with the departments to specify the courses needed to complete the degree and designing learning objectives.

Dr. Kandas Queen

Bachelor of Science in Business Administration	Glenville State College
Master of Business Administration (MBA)	WV Wesleyan
Education Specialist (Ed.S.)	Marshall University
Doctor of Education	Marshall University

Dr. Queen teaches in the Department of Business, primarily teaching courses related the Bachelor of Science in Business Administration in the Management major . Her professional experience includes 25 plus years in business and management and provides real-world knowledge for students in the classroom. Dr. Queen is also the Director of the Regents Bachelor of Arts Degree Program for Glenville State University. She became an expert on the RBA Degree Program during her research and the completion of her dissertation on the subject matter. The RBA program follows a similar variable structure on a plan of study as the IDS program to provide students more flexibility on developing an individualized bachelor of arts or bachelor of science degree to serve student needs.

4.1.3. Curriculum

The IDS Degree Program is an interdisciplinary degree that can serve students wanting a four-year degree in an academic field that is not offered among Glenville State University's traditional programs. Students and their advisors work to develop their own two or more concentration areas from courses that already exist in the GSU catalog. The concentration areas consist of a combination of courses having a clear central purpose and aimed at a specific learning objective that is different from objectives of the major fields of study established by GSU. The IDS director assist students in submitting their form to enter the IDS program.

The following degree requirements are as follows:

- All general institutional requirements for the B.A. or B.S. degree (e.g. a required minimum of 120 credit hours, 30 of which must be upper division level).
- The General Education program (30 hours).
- A concentration area from two or more disciplines of at least 48 hours of classes, half of which must be upper division level. Each concentration area must include at least 15 credit hours in courses within the concentration.
- A specific learning objective (that is different from other objectives of the major fields of study) with concentration areas that consist of a combination of courses in the GSU catalog that show a clear central purpose.
- Hours not required for the concentration areas or by the university will be electives.
- Students entering the IDS program after the semester in which the student has accumulated 90 credit hours must have a 2.5 GPA average, which is the GPA requirement to graduate with an IDS degree.

The IDS program serves students seeking bachelor degree that might be unique to their career path that would not be better served by GSU more traditional degrees. This program is further suited to students with liberal arts interests who do not want to pursue education degrees. Examples of possible concentrations under an IDS degree are: Broadcast Media, Child Development, Computational Science, and Recreation and Leisure.

4.1.4. Resources

The IDS program is supported by the broader GSU infrastructure, with physical and virtual classrooms and a robust LMS. The IDS program does not have a separate operations budget. IDS students are eligible to take any GSU course, in person or online, as well as courses from cooperating institutions and programs.

4.1.5. Student learning outcomes

The IDS program does not have specific student learning outcomes, but it does require all IDS students meet the same admission standards as other students admitted to GSU. Additionally, IDS students have to meet the following requirements:

- IDS students must work with advisors to establish two or more concentration areas and complete the required number of upper level credit hours.
- Establish a specific learning objective based on goals of the concentration areas.
- Plan of study developed based on the concentration areas that supports the learning object are outlined on the IDS form and reviewed by the IDS Director and then submitted for approval to the appropriate department chairpersons, the certification analyst, and the Provost and Vice President for Academic Affairs.

After admission into the IDS program, students are subject to the general and academic requirements of the IDS Degree Program, including a 2.5 GPA, and the general and academic requirements established in the Glenville State University catalog.

4.1.6. Other learning and service activities

IDS students can demonstrate learning through standardized prior learning assessments that include:

- Advance Placement Exams (AP)
- College Level Examination Program (CLEP)
- DANTES Subject Standardized Test (DSST)
- Excelsior College Examination Program (ECE)
- International Baccalaureate Program Exams (IB)
- Professional Portfolio
- College Equivalent Credits (CECs)

The University additionally accepts the use of the following methods of assessment for the awarding of academic credit for prior learning.

- American Council on Education (ACE) credit recommendations
- Military Experience as listed on a Joint Service Transcript
- Institutionally developed examinations for the awarding of credit for specific courses (College Credit by Examination)
- Workforce training programs

4.1.7. Viability

The IDS Program and programs similar to it are offered at a number of public colleges and universities in West Virginia. Currently there are no students seeking the IDS program at GSU, but there have been four students that expressed an interest in the program, two of which completed the IDS entrance form but neither were admitted into the program as the POS and learning objectives that were designed did not pass the certification analyst review.

Many IDS students are traditional students seeking a bachelor's degree with purpose of continuing their education by earning a master's degree or seeking a career related the individualized major areas of the individualized IDS program. Non-traditional students can also be served by this degree due to the versatility of the program. Continuation of the program will positively serve GSU because the IDS program enhances the university's ability to meet the needs of students.

4.1.8. Program improvement

The IDS program has suffered from low enrollment over the course of several program reviews. However, there is no additional cost to the university to continue the program as it uses courses already in the GSU curricula. An area of improvement that is being implemented is to move the IDS program to another faculty member with experience related to Interdisciplinary Studies rather than lumping it in with the RBA degree program. It was noted in the previous program review to assign one person to be IDS program coordinator to provide administrative oversight of the program.

A weakness or deficiency from the previous review indicated the need for expanding awareness of the program. This program is listed in the university catalog, but improved communication with faculty and departments on what the program is and ways it can benefit students continues to be an opportunity. Efforts need to be expanded beyond just the RBA advisor to recommend the IDS program as an alternative option for students. Previous thoughts included departments developing concentration areas that students could choose from for the IDS program.

Another suggestion identified in a previous program review that could be improved upon related to working on the program requirements to make sure the program maintains a level of robustness, which included maintaining the 2.5 GPA for graduation from the program. It further noted working department chairs within departments to develop internships or directed studies that students can use to complete program requirements.

An additional improvement to the program relates to the process of data collected and analyzed through student graduate surveys. An additional set of questions geared directly towards IDS students needs to be developed and consistently deployment to gather data that can aid in identifying trends that help improve the program and retention. Data collected previously on the RBA indicated that students would like to have more online options; which could reflect the desire to have the IDS program available as an online program to better serve students that cannot attend as traditional students.

Glennville State University Regents Bachelor of Arts Program
Executive Summary of HEPC YEARS HERE Five-Year Program Review

HEPC Series 10 §133-10-5. Program Review Procedures and Levels of Review

5.2.1. Interdisciplinary Studies Program – Baccalaureate level program

The IDS program is an innovative and flexible bachelor's degree program designed for traditional and non-traditional students. This program is designed to provide students with a comprehensive general education that allows students to design individualized curriculum in two or more concentration areas to meet their specific career requirements and learning objectives.

5.2.2. Synopses of significant findings

The IDS Degree Program updated the General Education requirements for the program to align with changes made by GSU in this area. Updates were also made to the required number of Upper-division level courses to better serve student needs and modernize the curriculum. This improvement allows more flexibility in the curriculum and promotes graduation rates by reducing barriers.

The primary strength of the IDS program is the wide spectrum of students that could be served by the program. It permits the student and advisors to design a curriculum to meet very specific educational and career goals. It further supports the West Virginia HEPC goal to have 60% of the West Virginians with a certificate or degree to meet workforce demands by promoting graduation rates.

5.2.3. Plans for program improvement

A major plan for improvement to the IDS program includes building awareness of the program and showing viable pathways for students to complete this degree. This includes working with chairs and departments to gain a better understanding of the program and the benefits it can offer students. Identifying one faculty to oversee the IDS program can aid in this process.

Another plan for improvement includes exploring options of modality in delivering to program to meet the needs of non-traditional students as well as traditional students. Many non-traditional, or adult learners, need a flexible program with asynchronous learning option to complete degree requirements.

Further plans for improvement would be to deploy and collect data on students graduating from the IDS program to better assess future needs and improvements that will help students in the program and aid in improving retention. Data collected over the upcoming academic years could aid in improving recruitment for the program as student needs are better identified through analysis of the data and emerging trends. This information can be shared with Admissions to aid in recruiting students for the IDS program. Improving the online presence for the IDS program can help improve connection with potential students online.

5.2.4. Identification of weaknesses or deficiencies from the previous review and the status of improvements implemented or accomplished

The follow chart identifies weaknesses and deficiencies mentioned in the previous review:

Weaknesses or Deficiencies	Status of Improvements Implemented or Accomplished
<ol style="list-style-type: none"> 1. One dedicated person to oversee the program 2. Graduate survey data collection 3. Recruiting for the IDS program 4. Promote the program by working with departments to educate advisors on the program. 5. Work to develop sample concentration areas that can be used to support the program. 	<ol style="list-style-type: none"> 1. Assigning the IDS program to a faculty member with experience related to Interdisciplinary Studies. 2. The IDS Director needs to work with the Alumni Director to develop a survey geared towards IDS students and collecting data that could be used to help assess and improve the IDS program and help with retention. 3. Developed an information fact sheet for Admissions to use when discussing the IDS program and basic requirements with prospective students. 4. Work with each respective GSU Department provide information on the program. 5. Work with GSU Department chairs to develop concentration areas for the IDS program.

While some improvements have been made, there are some weaknesses and deficiencies that continue to be opportunities for the program as they continue to be improved. The follow chart identifies additional SWOT analysis that addresses some opportunities and threats for the IDS program.

OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Building awareness of the program • Reaching additional student population by making an online option for the program. • Grow internship opportunities for students through to assist in curriculum requirements 	<ul style="list-style-type: none"> • Economic conditions preventing students from affording higher education • Changes in the workforce environment due to lack of an educated workforce to meet demand

5.2.5. Five-year trend data on graduates and majors enrolled

There have been no students in the IDS program over the past five years to provide data.

5.2.6. Summary of assessment model and how results are used for program improvement

With the individualized nature of the program it is difficult to assess the program in a traditional way since direct assessment of learning data cannot be collected through a specific course. The program is evaluated based on the program design originally submitted and approved by the student's advisors, IDS Director, Department Chairs, certification analyst, and the Provost and Vice President of Academic Affairs.

To ensure academic integrity of the program and provide institutional oversight of the IDS program, the IDS Director and the Provost and Vice-President for Academic Affairs monitor the program and plan of studies submitted to safeguard the program and make sure the flexibility of it does not become a weakness.

5.2.7. Data on student placement

No data available.

5.2.8. Board of Governors action

**Glenville State University Board of Governors
Meeting of May 1, 2024**

ACTION ITEM: Final Draft Board Policies

COMMITTEE: Board Governance and Human Resources

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approve the proposed Board final draft policies for final filing with the Higher Education Policy Commission if no comments are received after the thirty-day comment period.

STAFF MEMBER: Ms. Rita Hedrick Helmick,
Vice President for Administration & General Counsel

BACKGROUND:

Higher Education Policy Commission Series 4 requires that Glenville State University Board of Governors follow a series of steps for the adoption, amendment, or repeal of any rule, guideline or policy statement with institution-wide effect.

Draft policies were submitted to the constituent groups (WV HEPC Chancellor, Faculty Senate, Staff Council, and Student Government Association) for invited comments or suggested revisions. The draft policies were also posted on the University's website for a fourteen (14) day public comment period. All suggested revisions/comments are noted in the attached policies.

In compliance with Series 4, the Board must approve final draft policies/rules and submit these for comment for a period of thirty (30) days. If approved, the current final draft policies will be submitted for the thirty (30) day public comment period. If comments are received during the thirty (30) day comment period, the policies will be brought back to the Board with any revisions for final approval within ten (10) days prior to the next regularly scheduled Board meeting. In the event no comments are received during the thirty (30) day comment period, the policies will be forwarded to the Higher Education Policy Commission for final approval.

Final Draft Policies are attached.
GSU Policies 12, 28A, and 49

GLENVILLE STATE UNIVERSITY POLICIES

ADMINISTRATIVE POLICY 12

DEADLY WEAPONS AND WEST VIRGINIA CAMPUS SELF-DEFENSE ACT POLICY

SECTION 1. GENERAL

- 1.1 Scope: This policy applies to all individuals who enter the campus and any other property of Glenville State University ("GSU").¹
- 1.2 Authority: W. Va. Code § 18B-2A-4; W. Va. Code § 18B-1-6; W. Va. Code § 18B-4-5b; W. Va. Code § 61-7-14, W. Va. Business Liability Protection Act; W. Va. Code § 61-7-4; W. Va. Code § 61-7-4a; and W. Va. Code § 61-7-6a.
- 1.3 Purpose: The purpose of this Policy is to establish GSU's guidelines regarding Deadly Weapons on GSU Property, and GSU's implementation of W. Va. Code § 18B-4-5b, the Campus Self-Defense Act, through which the West Virginia Legislature established conditions under which persons with a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver at a state institution of higher education.²
- 1.4 Effective Date: [TBD]

SECTION 2. POLICY

- 2.1 Except as specifically provided for by this policy or by law, Firearms and Deadly Weapons, are prohibited on GSU Property;³ *provided, however*, that the foregoing prohibition does not apply to the following:
 - a. The following natural persons, while acting in their official capacity: law enforcement officers or law enforcement officials or chief executives as defined in W. Va. Code § 30-29-1; employees of the West Virginia Department of Corrections, duly appointed pursuant to W. Va. Code § 25-1-11c; members of the United States armed forces, reserve, or National Guard; federal law enforcement officers of federal police officers authorized to carry a weapon in the performance of their duty; and parole officers appointed pursuant to W. Va. Code § 62-12-14; justices of the Supreme Court of

¹ W. Va. Code § 18B-4-5b(a) (providing that the West Virginia Campus Self-Defense Act "only applies to areas of the campus and buildings of a state institution of higher education under the custodial possession of the state institution of higher education and does not include areas rented, leased, or under an exclusive agreement for the full-time occupancy and use of a private entity").

² W. Va. Code § 18B-4-5b(h).

³ W. Va. Code § 61-7-14(b) (noting that "any owner, lessee or other person charged with the care, custody and control of real property may prohibit the carrying openly or concealing of any firearm or deadly weapon on property under his or her domain").

Appeals of West Virginia; circuit judges; retired justices or retired circuit judges designated senior status by the Supreme Court of Appeals of West Virginia; family court judges; magistrates; prosecuting attorneys; assistant prosecuting attorneys; and duly appointed investigators employed by a prosecuting attorney.⁴

- b. Individuals required to possess the items prohibited by this policy in order to participate in undertakings sanctioned by GSU.
- c. Possession by GSU's customers, employees, or invitees of their legally owned Firearms, where the Firearm is lawfully possessed, out of view, and locked inside or locked to a motor vehicle in a parking lot, when such individual is lawfully allowed to be present in an area, consistent with the Business Liability Protection Act.⁵

2.2 In accordance with the Campus Self-Defense Act, the foregoing Section 2.1 does not prohibit, and GSU must allow, a person holding a License to carry a Concealed Deadly Weapon to carry a Concealed Pistol or Concealed Revolver on the GSU Campus⁶, except as set forth in Section 2.3. For the avoidance of doubt, the Campus Self-Defense Act only applies to Concealed Pistols and Concealed Revolvers. All other types of Firearms and Deadly Weapons are expressly prohibited on all GSU Property, except as limited by Section 2.1 above. The open carrying of any Firearm or the Concealed carrying of any Firearm other than a Pistol or Revolver as provided herein will subject the carrier to disciplinary action and possible legal action.

2.3 Consistent with the Campus Self-Defense Act,⁷ all Deadly Weapons, including Concealed Pistols and Concealed Revolvers, are prohibited in the following locations:

- 2.3.1 At an organized event taking place at a stadium or arena with a capacity of more than 1,000 spectators;⁸
- 2.3.2 At a daycare facility located on GSU Property;⁹
- 2.3.3 In the secure area of any building used by the GSU Office of Public Safety or any other law-enforcement agency on GSU Property;¹⁰
- 2.3.4 In an area of GSU Property that has Adequate Security Measures in place to ensure that Pistols or Revolvers are not carried by the public into the area;¹¹

⁴ W. Va. Code §§ 61-7-6 and 61-7-14(c).

⁵ *Id.*

⁶ W. Va. Code § 18B-4-5b(a) (“a person holding a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver on the campus and in the buildings of a state institution of higher education”).

⁷ W. Va. Code § 61-7-14.

⁸ W. Va. Code § 18B-4-5b(b)(1).

⁹ W. Va. Code § 18B-4-5b(b)(2).

¹⁰ W. Va. Code § 18B-4-5b(b)(3).

¹¹ W. Va. Code § 18B-4-5b(b)(4)(defining “adequate security measures” as “the use of electronic equipment and armed personnel at public entrances to detect and restrict the carrying of any pistols or revolvers into the area, including, but not limited to, metal detectors, metal detector wands, or any other equipment used for similar purposes to ensure that pistols or revolvers are not carried in those areas by members of the public”); *see also infra* section 5.1.

- 2.3.5 In an on-campus room or rooms in which a student or employee disciplinary proceeding is being held;¹²
- 2.3.6 In Sole Occupancy Offices; *provided, however*, that GSU is not authorized to prohibit, regulate, or restrict faculty or staff members who hold a License to carry a Concealed Deadly Weapon from carrying a Concealed Pistol or Concealed Revolver in his or her assigned office;¹³
- 2.3.7 At a primary or secondary education school-sponsored function being held in a specific location on GSU Property that is rented, leased, or under the exclusive use of the West Virginia Department of Education, the West Virginia Secondary Schools Activities Commission, a county school board, or local public school for the actual period of time the function is occurring;¹⁴
- 2.3.8 At a private function that is being held in a specific location on GSU Property that is rented, leased, or under exclusive use of an entity that is not affiliated with GSU for the actual period of time the function is occurring;¹⁵
- 2.3.9 In any area on GSU Property where possession of a firearm is prohibited by state or federal law;¹⁶
- 2.3.10 In specifically designated areas in which patient-care or mental health counseling is being provided;¹⁷
- 2.3.11 In High Hazardous and Animal Laboratories; and¹⁸
- 2.3.12 In on-campus residence halls, except common areas such as lounges, dining areas, and study areas.¹⁹
 - 2.3.12.1 Notwithstanding section 2.3(l) above, a University employee whose employment responsibilities require him or her to be in an on-campus residence hall and who holds a License to carry a Concealed Deadly Weapon is permitted to carry a Concealed Pistol or Concealed Revolver while present in on-campus residence halls for purposes of his or her employment.²⁰
 - 2.3.12.2 GSU shall provide either (1) a secure location for the storage of a Pistol or Revolver in at least one on-campus residence hall or (2) make available an appropriate safe that may be installed in a resident's room in any on-

¹² W. Va. Code § 18B-4-5b(b)(5).

¹³ W. Va. Code § 18B-4-5b(b)(6)(defining a "sole occupancy office" as "a room with at least one door and walls that extend to the ceiling that is assigned to a single person as his or her workspace" but not authorizing GSU "to prohibit, regulate, or restrict faculty or staff members who hold a current and valid license to carry a concealed deadly weapon from carrying a concealed pistol or revolver in his or her assigned office").

¹⁴ W. Va. Code § 18B-4-5b(b)(7).

¹⁵ W. Va. Code § 18B-4-5b(b)(8).

¹⁶ W. Va. Code § 18B-4-5b(b)(9).

¹⁷ W. Va. Code § 18B-4-5b(b)(10).

¹⁸ W. Va. Code § 18B-4-5b(b)(11).

¹⁹ W. Va. Code § 18B-4-5b(b)(12).

²⁰ W. Va. Code § 18B-4-5b(c).

campus residence hall.²¹ The GSU Board of Governors delegates to the President the authority to decide whether to provide either a secure storage location or safes.

2.3.12.3 If GSU chooses to make a storage room available to on-campus residents at an on-campus residence hall, GSU shall develop a policy that reserves an appropriate number of rooms in the on-campus residence hall where the storage room is located for on-campus residents with a License to carry a Concealed Deadly Weapon, and GSU shall make the storage room available at all times during which the on-campus residence hall is open and fully operational for use by its residents.²²

2.3.12.4 GSU may charge a reasonable fee for the use of the secure storage location or a safe.²³

2.4 Notwithstanding any of the foregoing, it is a violation of State law and this policy to carry a Pistol, Revolver, or any other Firearm or Deadly Weapon, on GSU Property that is partially or wholly visible, or intentionally or knowingly displayed in plain view of another person, or in a way or manner to cause, or threaten, a breach of the peace, regardless of whether the Firearm is holstered.²⁴ This provision pertains to individuals who possess a License to carry a Concealed Deadly Weapon and any other person not expressly permitted or authorized to do so by this policy. Anyone who violates this subsection may be subject to disciplinary action and any applicable criminal charges.²⁵

2.5 When a person exercises the rights granted by the Campus Self-Defense Act, neither the carrying of a Concealed Pistol or Concealed Revolver, nor any other conduct of the person involving a Concealed Pistol or Concealed Revolver, shall be construed to be an act of GSU nor of the State of West Virginia, and no liability for any such actions of such person shall be imputed to GSU, its officers, agents, or employees, unless GSU has expressly requested or directed such person to carry a Concealed Pistol or Concealed Revolver; *provided, however*, that the failure to provide adequate security measures at any building or location at GSU where the carrying of a Concealed Pistol or Concealed Revolver is not permitted shall not give rise to a cause of action or any liability whatsoever related to or arising from the carrying of a Concealed Pistol or Concealed Revolver by any person.²⁶

2.6 While GSU will provide a secure location for the storage of a Pistol or Revolver in at least one on-campus residence hall pursuant to Section 2.3.12.2, the amount of ammunition an individual may store in the on-campus residence hall will be limited to the space within the individual

²¹ W. Va. Code § 18B-4-5b(d).

²² W. Va. Code § 18B-4-5b(d).

²³ W. Va. Code § 18B-4-5b(e).

²⁴ W. Va. Code § 18B-4-5b(g).

²⁵ W. Va. Code § 18B-4-5b(g).

²⁶ W. Va. Code § 18B-4-5b(h).

storage unit in the secure location. The storage of ammunition in any area on GSU Property is strictly prohibited, with the exception of ammunition stored by the Office of Public Safety.

- 2.7 To the extent anything in this policy conflicts with the Campus Self-Defense Act or the Business Liability Protection Act, the applicable act takes precedence.

SECTION 3. VIOLATIONS

- 3.1 Any GSU employee or student who fails to abide by the requirements within this policy or applicable law is subject to appropriate disciplinary action, including warning, suspension, termination, or other disciplinary action as may be appropriate, and possible criminal charges.²⁷
- 3.2 Any other person who fails to abide by the requirements of this policy is subject to appropriate action by GSU officials, including without limitation a request to leave campus or to temporarily relinquish the prohibited item, referral to law enforcement for criminal action, issuance of a trespass notice, and a temporary or permanent ban from GSU Property.²⁸
- 3.3 Although a person's conduct may not directly violate this policy, it may still be prohibited by GSU under a different policy, rule, or standard of behavior. Accordingly, in such cases, GSU reserves the ability to take any necessary action.

SECTION 4. RESOURCES

- 4.1 Website
 - 4.1.1 The GSU Board of Governors designates and directs the President to post on GSU's website a page with resources relating to this policy and GSU's compliance with the Campus Self-Defense Act.
 - 4.1.2 The issues to be addressed on this website include, but are not limited to, resources discussing the list or map of locations identified as exempt under Section 2.3 where the carrying of a Concealed Pistol or Concealed Revolver is prohibited; gun safety and training opportunities for those interested; and information about how to obtain a concealed weapons permit.
- 4.2 Publicly Posted Notices
 - 4.2.1 GSU shall provide reasonable notice to the public and campus community about any areas of GSU Campus where carrying a concealed pistol or revolver is prohibited pursuant to the above-listed exemptions.
 - 4.2.2 GSU shall provide and post signage across GSU Campus as necessary to alert those entering of the conceal carry guidelines within the area.

²⁷ W. Va. Code § 18B-4-5b(f).

²⁸ W. Va. Code § 61-7-14(c).

4.3 Frequently Asked Questions

- 4.3.1 The GSU Board of Governors designates and directs the President to maintain a list of frequently asked questions and posted responses to those questions on the public website mentioned in Section 4.1.a. The responses to such questions shall be done in a manner that provides useful and practical advice to the campus community.

SECTION 5. AMENDMENTS

- 5.1 This Policy may be amended to change or update any and all West Virginia Code citations, names, titles, links to information, grammar, and spelling without going through the rulemaking process.
- 5.2 Federal and State laws, rules, and regulations change. The Board may modify any portion of this policy to conform GSU's practices with such changes. Subject to GSU's rulemaking policy, GSU will change this policy to conform to the most current laws and regulations within a reasonable time of discovering the change.

SECTION 6. DELEGATION

- 6.1 The GSU Board of Governors delegates to the President the authority to adopt internal policies and procedures to effectuate the implementation of this Board of Governors policy. Any actions taken pursuant to this delegation must be consistent with the guidelines provided by this policy.

SECTION 7. DEFINITIONS

- 7.1 "Adequate Security Measures" means the use of electronic equipment and armed personnel at public entrances to detect and restrict the carrying of any Pistols or Revolvers into the area, including, but not limited to, metal detectors, metal detector wands, or any other equipment used for similar purposes to ensure that Pistols or Revolvers are not carried in those areas by members of the public.²⁹
- 7.2 "Concealed" means hidden from ordinary observation so as to prevent disclosure or recognition. A deadly weapon is concealed when it is carried on or about the person in such a manner that another person in the ordinary course of events would not be placed on notice that the deadly weapon was being carried.³⁰ For purposes of this policy, a person is considered to be carrying on or about his or her person (a) while in or on a motor vehicle if the firearm is located in a storage area in or on the motor vehicle and (b) while in a designated GSU storage area/room where storage is permitted if such person's firearm is located in such storage area/room.

²⁹ W. Va. Code § 18B-4-5b(b)(4).

³⁰ See W. Va. Code § 61-7-2(3) (defining the term).

7.3 “Deadly Weapon” means an instrument which is designed to be used to produce serious bodily injury or death or is readily adaptable to such use.³¹

- a. The term “Deadly Weapon” includes, but is not limited to, firearms, pistols, revolvers, antique firearms, knives (including gravity knives and switchblade knives), blackjacks, metallic or false knuckles, nunchakus, and pepper spray, as defined in the West Virginia Code,³² or other deadly weapons of like kind or character which may be easily concealed on or about the person.
- b. The term “Deadly Weapon” includes explosive, chemical, biological, and radiological materials.
- c. The term “Deadly Weapon” does not include a pocket knife with a blade three and one-half inches or less in length, a hunting or fishing knife carried for hunting, fishing, sports, or other recreational uses, or a knife designed for use as a tool or household implement, unless the item is knowingly used or intended to be used to produce serious bodily injury or death.
- d. The term “Deadly Weapon” does not include any item or material owned or used by GSU, intended for curricular use, and used by the student at the time of the alleged offense solely for curricular purposes. For the avoidance of doubt, the term “Deadly Weapon” does not include the musket carried by the GSU Pioneer mascot, acting in his or her official capacity.
- e. The term “Deadly Weapon” does not include pepper spray when used by any person solely for self-defense purposes.

7.4 “GSU Campus” means all areas, including buildings, that are under custodial control of GSU; *provided, however*, it does not include areas rented, leased, or under an exclusive agreement for the full-time occupancy and use of a private entity.³³

7.5 “GSU Property” means any areas or locations, including those areas located off-campus, under the control, supervision, or custody of GSU.

7.6 “Firearm” means any weapon which will expel a projectile by action of an explosion, other than antique firearms except to the limited extent provided by law.³⁴

7.7 “High Hazardous and Animal Laboratories” means laboratories with:

- a. Greater than 55 gallons of Class I flammable liquids and/or significant quantities of acids, bases, organics, pyrophorics, peroxides, bio-hazardous materials, extremely toxic materials, or pyrophoric or toxic gases classified NFPA 704 Category 3 or higher;

³¹ See W. Va. Code § 61-7-2(5) (defining the term).

³² See *generally* W. Va. Code § 61-7-2 (5).

³³ See W. Va. Code § 18B-4-5B(a).

³⁴ See W. Va. Code § 61-7-2(7) (defining the term); *see also* W. Va. Code § 61-7-9 regulating the carry, transport, and possession of any machine gun, submachine gun, or any other fully automatic weapon.

- b. Hazardous gases with K-size or larger cylinders containing corrosive, reactive, flammable, toxic, and/or oxidizer gases classified NFPA 704 Category 2 or higher;
- c. MRI and/or NMR equipment capable of generating significant magnetic fields with field strength of at least 5 gauss is measured outside the equipment or 5 gauss line typically at least 3 feet and as much as 20 feet from equipment;
- d. Large cylinders of acetylene; or
- e. Animal research laboratory spaces in locations not accessible to the public or generally accessible to students and employees.³⁵

7.8 “License” means a current and valid license, lawfully issued by the State of West Virginia pursuant to W. Va. Code § 61-7-4 (*License to carry deadly weapons; how obtained*) or W. Va. Code § 61-7-4a (*Provisional license to carry deadly weapons; how obtained*), or a current and valid license or permit recognized under W. Va. Code § 61-7-6a (*Reciprocity and recognition; out-of-state concealed handgun permits*).³⁶

7.9 “Pistol” means a short firearm having a chamber which is integral with the barrel, designed to be aimed and fired by the use of a single hand.³⁷

7.10 “President” means the GSU President or his or her designee.

7.11 “Revolver” means a short firearm having a cylinder of several chambers that are brought successively into line with the barrel to be discharged, designed to be aimed and fired by the use of a single hand.³⁸

7.12 “Sole Occupancy Office” means a room with at least one door and walls that extend to the ceiling that is assigned to a single person as his or her workspace.³⁹

³⁵ W. Va. Code § 18B-4-5b(b)(11).

³⁶ W. Va. Code § 18B-4-5b(i).

³⁷ W. Va. Code § 61-7-2 (13).

³⁸ W. Va. Code § 61-7-2(14).

³⁹ W. Va. Code § 18B-4-5B(b)(6).

GLENNVILLE STATE UNIVERSITY POLICIES

ADMINISTRATIVE POLICY 12

~~W. VA. DEADLY WEAPONS AND WEST VIRGINIA~~ CAMPUS SELF-DEFENSE ACT ~~CONCEALED CARRY-ON HIGHER EDUCATION CAMPUS POLICY~~

Commented [AL1]: K. Boggs Comment: "Always spell out the names of state in formal writing."

SECTION 1. GENERAL

- 1.1 Scope: This policy applies to all individuals who enter the campus and any other property of Glensville State University (~~("GSU), including the areas of campus and buildings under the University's custodial possession but does not include areas rented, leased, or under the exclusive agreement for the full time occupancy and use of a private entity ("GSU Property")~~).¹
- 1.2 Authority: W. Va. Code § 18B-2A-4; W. Va. Code § 18B-1-2, 6; W. Va. Code § 18B-4-5b; W. Va. Code § 61-7-14, W. Va. Business Liability Protection Act; W. Va. Code § 61-7-4; W. Va. Code § 61-7-4a; and W. Va. Code § 61-7-6a.

Commented [AL2]: K. Boggs Comment: "The definitions section of Code is not authority to promulgate a policy."

1.3 Purpose: The purpose of this Policy is to establish GSU's guidelines regarding Deadly Weapons on GSU Property, and GSU's implementation of W. Va. Code § 18B-4-5b, the Campus Self-Defense Act, through which the West Virginia Legislature established conditions under which persons with a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver at a state institution of higher education.²

~~1.3.1.4~~ Effective Date: [TBD]

~~Purpose: The purpose of~~ SECTION 2. POLICY

2.1 ~~Except as specifically provided for by this Policy to establish guidelines regarding deadly weapons policy or by law, Firearms and dangerous objects~~ Deadly Weapons, are prohibited on GSU Property;³ ~~provided, however, that the foregoing prohibition does not apply to the following:~~

Commented [AL3]: Reorganized to bring the policy to the forefront and to hopefully make it more understandable to the lay reader.

- a. The following natural persons, while acting in their official capacity: law enforcement officers or law enforcement officials or chief executives as defined in W. Va. Code § 30-29-1; employees of the West Virginia Department of Corrections, duly appointed

Commented [AL4]: This should be as broad as possible. 61-7-14(b) allows people to restrict Deadly Weapons on property they control. So we want this to be as broad as the law allows. "GSU Property" is a more limited definition, carving out property that is leased to others. That should only be used in the context of the language in new sec. 18B-4-5B.

¹ W. Va. Code § 18B-4-5b(a) (~~noting~~ providing that the ~~W. Va. West Virginia Campus~~ Self-Defense Act "only applies to areas of the campus and buildings of a state institution of higher education under the custodial possession of the state institution of higher education and does not include areas rented, leased, or under an exclusive agreement for the full-time occupancy and use of a private entity").

² W. Va. Code § 18B-4-5b(h).

³ W. Va. Code § 61-7-14(b) (noting that "any owner, lessee or other person charged with the care, custody and control of real property may prohibit the carrying openly or concealing of any firearm or deadly weapon on property under his or her domain").

pursuant to W. Va. Code § 25-1-11c; members of the United States armed forces, reserve, or National Guard; federal law enforcement officers of federal police officers authorized to carry a weapon in the performance of their duty; and the University's implementation of W. Va. Code § 18B-4-5b, parole officers appointed pursuant to W. Va. Code § 62-12-14; justices of the Supreme Court of Appeals of West Virginia; circuit judges; retired justices or retired circuit judges designated senior status by the Supreme Court of Appeals of West Virginia; family court judges; magistrates; prosecuting attorneys; assistant prosecuting attorneys; and duly appointed investigators employed by a prosecuting attorney.⁴

- b. Individuals required to possess the items prohibited by this policy in order to participate in undertakings sanctioned by GSU.
- c. Possession by GSU's customers, employees, or invitees of their legally owned Firearms, where the Firearm is lawfully possessed, out of view, and locked inside or locked to a motor vehicle in a parking lot, when such individual is lawfully allowed to be present in an area, consistent with the Business Liability Protection Act.⁵

Commented [AL5]: Deleted because unclear where there is authority for this language except as otherwise already noted.

2.2 In accordance with the Campus Self-Defense Act, which, subject to certain limited exceptions, the foregoing Section 2.1 does not prohibit, and GSU must allow, a person holding a License to carry a Concealed Deadly Weapon to carry a Concealed Pistol or Concealed Revolver on the GSU Campus⁶, except as set forth below, allows for in Section 2.3. For the avoidance of doubt, the Campus Self-Defense Act only applies to Concealed Pistols and Concealed Revolvers. All other types of Firearms and Deadly Weapons are expressly prohibited on all GSU Property, except as limited by Section 2.1 above. The open carrying of any Firearm or the Concealed carrying of any Firearm other than a Pistol or Revolver as provided herein will subject the carrier to disciplinary action and possible legal action.

2.3 Consistent with the Campus Self-Defense Act,⁷ all Deadly Weapons, including Concealed Pistols and Concealed Revolvers, are prohibited in the following locations:

- 2.3.1 At an organized event taking place at a stadium or arena with a capacity of more than 1,000 spectators;⁸
- 2.3.2 At a daycare facility located on GSU Property;⁹
- 2.3.3 In the secure area of any building used by the GSU Office of Public Safety or any other law-enforcement agency on GSU Property;¹⁰

Commented [AL6]: Policies should be more generic to give flexibility to move the secure area, or add new ones. Consider putting the specific location in a FAQ on the GSU website.

⁴ W. Va. Code §§ 61-7-6 and 61-7-14(c).

⁵ Id.

⁶ W. Va. Code § 18B-4-5b(a) ("a person holding a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver on the campus and in the buildings of a state institution of higher education").

⁷ W. Va. Code § 61-7-14.

⁸ W. Va. Code § 18B-4-5b(b)(1).

⁹ W. Va. Code § 18B-4-5b(b)(2).

¹⁰ W. Va. Code § 18B-4-5b(b)(3).

- [2.3.4](#) [In an area of GSU Property that has Adequate Security Measures in place to ensure that Pistols or Revolvers are not carried by the public into the area;](#)¹¹
- [2.3.5](#) [In an on-campus room or rooms in which a student or employee disciplinary proceeding is being held;](#)¹²
- [2.3.6](#) [In Sole Occupancy Offices; *provided, however,* that GSU is not authorized to prohibit, regulate, or restrict faculty or staff members who hold a License to carry a Concealed Deadly Weapon from carrying a Concealed Pistol or Concealed Revolver in his or her assigned office;](#)¹³
- [2.3.7](#) [At a primary or secondary education school-sponsored function being held in a specific location on GSU Property that is rented, leased, or under the exclusive use of the West Virginia Department of Education, the West Virginia Secondary Schools Activities Commission, a county school board, or local public school for the actual period of time the function is occurring;](#)¹⁴
- [2.3.8](#) [At a private function that is being held in a specific location on GSU Property that is rented, leased, or under exclusive use of an entity that is not affiliated with GSU for the actual period of time the function is occurring;](#)¹⁵
- [2.3.9](#) [In any area on GSU Property where possession of a firearm is prohibited by state or federal law;](#)¹⁶
- [2.3.10](#) [In specifically designated areas in which patient-care or mental health counseling is being provided;](#)¹⁷
- [2.3.11](#) [In High Hazardous and Animal Laboratories; and](#)¹⁸
- [2.3.12](#) [In on-campus residence halls, except common areas such as lounges, dining areas, and study areas.](#)¹⁹
- [2.3.12.1](#) [Notwithstanding section 2.3\(l\) above, a University employee whose employment responsibilities require him or her to be in an on-campus residence hall and who holds a License to carry a Concealed Deadly Weapon is permitted to carry a Concealed Pistol or Concealed Revolver while present in on-campus residence halls for purposes of his or her](#)

Commented [AL7]: Deleted because this imposes an obligation on GSU not imposed by statute.

Commented [AL8]: Deleted because not required by statute.

Commented [AL9]: Deleted because this imposes an obligation on GSU not imposed by statute.

Commented [AL10]: Deleted because this imposes an obligation on GSU not imposed by statute.

Commented [AL11]: Deleted because this imposes an obligation on GSU not imposed by statute.

¹¹ W. Va. Code § 18B-4-5b(b)(4)(defining “adequate security measures” as “the use of electronic equipment and armed personnel at public entrances to detect and restrict the carrying of any pistols or revolvers into the area, including, but not limited to, metal detectors, metal detector wands, or any other equipment used for similar purposes to ensure that pistols or revolvers are not carried in those areas by members of the public”); *see also infra* section 5.1.

¹² W. Va. Code § 18B-4-5b(b)(5).

¹³ W. Va. Code § 18B-4-5b(b)(6)(defining a “sole occupancy office” as “a room with at least one door and walls that extend to the ceiling that is assigned to a single person as his or her workspace” but not authorizing GSU “to prohibit, regulate, or restrict faculty or staff members who hold a current and valid license to carry a concealed deadly weapon from carrying a concealed pistol or revolver in his or her assigned office”).

¹⁴ W. Va. Code § 18B-4-5b(b)(7).

¹⁵ W. Va. Code § 18B-4-5b(b)(8).

¹⁶ W. Va. Code § 18B-4-5b(b)(9).

¹⁷ W. Va. Code § 18B-4-5b(b)(10).

¹⁸ W. Va. Code § 18B-4-5b(b)(11).

¹⁹ W. Va. Code § 18B-4-5b(b)(12).

employment.²⁰

2.3.12.2 GSU shall provide either (1) a secure location for the storage of a Pistol or Revolver in at least one on-campus residence hall or (2) make available an appropriate safe that may be installed in a resident's room in any on-campus residence hall.²¹ The GSU Board of Governors delegates to the President the authority to decide whether to provide either a secure storage location or safes.

2.3.12.3 If GSU chooses to make a storage room available to on-campus residents at an on-campus residence hall, GSU shall develop a policy that reserves an appropriate number of rooms in the on-campus residence hall where the storage room is located for on-campus residents with a License to carry a Concealed Deadly Weapon, and GSU shall make the storage room available at all times during which the on-campus residence hall is open and fully operational for use by its residents.²²

2.3.12.4 GSU may charge a reasonable fee for the use of the secure storage location or a safe.²³

2.4 Notwithstanding any of the foregoing, it is a violation of State law and this policy to carry a Pistol, Revolver, or any other Firearm or Deadly Weapon, on GSU Property that is partially or wholly visible, or intentionally or knowingly displayed in plain view of another person, or in a way or manner to cause, or threaten, a breach of the peace, regardless of whether the Firearm is holstered.²⁴ This provision pertains to individuals who possess a License to carry a Concealed Deadly Weapon and any other person not expressly permitted or authorized to do so by this policy. Anyone who violates this subsection may be subject to disciplinary action and any applicable criminal charges.²⁵

2.5 When a person exercises the rights granted by the Campus Self-Defense Act, neither the carrying of a Concealed Pistol or Concealed Revolver, nor any other conduct of the person involving a Concealed Pistol or Concealed Revolver, shall be construed to be an act of GSU nor of the State of West Virginia, and no liability for any such actions of such person shall be imputed to GSU, its officers, agents, or employees, unless GSU has expressly requested or directed such person to carry a Concealed Pistol or Concealed Revolver; *provided, however*, that the failure to provide adequate security measures at any building or location at GSU where the carrying of a Concealed Pistol or Concealed Revolver is not permitted shall not give rise to a

²⁰ W. Va. Code § 18B-4-5b(c).

²¹ W. Va. Code § 18B-4-5b(d).

²² W. Va. Code § 18B-4-5b(d).

²³ W. Va. Code § 18B-4-5b(e).

²⁴ W. Va. Code § 18B-4-5b(g).

²⁵ W. Va. Code § 18B-4-5b(g).

cause of action or any liability whatsoever related to or arising from the carrying of a Concealed Pistol or Concealed Revolver by any person.²⁶

2.6 While GSU will provide a secure location for the storage of a Pistol or Revolver in at least one on-campus residence hall pursuant to Section 2.3.12.2, the amount of ammunition an individual may store in the on-campus residence hall will be limited to the space within the individual storage unit in the secure location. The storage of ammunition in any area on GSU Property is strictly prohibited, with the exception of ammunition stored by the Office of Public Safety.

2.7 To the extent anything in this policy conflicts with the Campus Self-Defense Act or the Business Liability Protection Act, the applicable act takes precedence.

SECTION 3. VIOLATIONS

3.1 Any GSU employee or student who fails to abide by the requirements within this policy or applicable law is subject to appropriate disciplinary action, including warning, suspension, termination, or other disciplinary action as may be appropriate, and possible criminal charges.²⁷

3.2 Any other person who fails to abide by the requirements of this policy is subject to appropriate action by GSU officials, including without limitation a request to leave campus or to temporarily relinquish the prohibited item, referral to law enforcement for criminal action, issuance of a trespass notice, and a temporary or permanent ban from GSU Property.²⁸

3.3 Although a person's conduct may not directly violate this policy, it may still be prohibited by GSU under a different policy, rule, or standard of behavior. Accordingly, in such cases, GSU reserves the ability to take any necessary action.

SECTION 4. RESOURCES

4.1 Website

4.1.1 The GSU Board of Governors designates and directs the President to post on GSU's website a page with resources relating to this policy and GSU's compliance with the Campus Self-Defense Act.

4.1.2 The issues to be addressed on this website include, but are not limited to, resources discussing the list or map of locations identified as exempt under Section 2.3 where the carrying of a Concealed Pistol or Concealed Revolver is prohibited; gun safety and training opportunities for those interested; and information about how to obtain a concealed weapons permit.

²⁶ W. Va. Code § 18B-4-5b(h).

²⁷ W. Va. Code § 18B-4-5b(f).

²⁸ W. Va. Code § 61-7-14(c).

Commented [AL12]: Moved to end.

Commented [AL13]: Deleted because unclear from where this authority derives. Also, I don't see anything comparable in other schools' policies. Thoughts?

4.2 Publicly Posted Notices

4.1.14.2.1 GSU shall provide reasonable notice to the public and campus community about any areas of GSU Campus where carrying a concealed pistol or revolver on campus by those holding a current and valid license to carry a concealed deadly weapon is prohibited pursuant to the above-listed exemptions.

4.2.2 GSU shall provide and post signage across GSU Campus as necessary to alert those entering of the conceal carry guidelines within the area.

4.3 Frequently Asked Questions

4.3.1 The GSU Board of Governors designates and directs the President to maintain a list of frequently asked questions and posted responses to those questions on the public website mentioned in Section 4.1.a. The responses to such questions shall be done in a manner that provides useful and practical advice to the campus community.

SECTION 25. AMENDMENTS

5.1 This Policy may be amended to change or update any and all West Virginia Code citations, names, titles, links to information, grammar, and spelling without going through the rulemaking process.

5.2 Federal and State laws, rules, and regulations change. The Board may modify any portion of this policy to conform GSU's practices with such changes. Subject to GSU's rulemaking policy, GSU will change this policy to conform to the most current laws and regulations within a reasonable time of discovering the change.

SECTION 6. DELEGATION

6.1 The GSU Board of Governors delegates to the President the authority to adopt internal policies and procedures to effectuate the implementation of this Board of Governors policy. Any actions taken pursuant to this delegation must be consistent with the guidelines provided by this policy.

SECTION 7. DEFINITIONS

7.1 "Adequate Security Measures" means the use of electronic equipment and armed personnel at public entrances to detect and restrict the carrying of any ~~P~~Pistols or ~~R~~Revolvers into the area, including, but not limited to, metal detectors, metal detector wands, or any other equipment used for similar purposes to ensure that ~~P~~Pistols or ~~R~~Revolvers are not carried in those areas by members of the public.²⁹

²⁹ W. Va. Code § 18B-4-5b(b)(4).

7.2 “Concealed” means hidden from ordinary observation so as to prevent disclosure or recognition. A deadly weapon is concealed when it is carried on or about the person in such a manner that another person in the ordinary course of events would not be placed on notice that the deadly weapon was being carried.³⁰ For purposes of this [Rulepolicy](#), a [licensee-person](#) is considered to be “carrying” on or about his or her person [\(a\) while in a designated University storage area or the weapon is in on a motor vehicle if the firearm is located in a storage area in or on the motor vehicle and \(b\) while in a designated GSU storage area/room where storage is permitted if such person’s firearm is located in such storage area/room.](#)

~~2.1 “Dangerous Object” means any object or device which can be used to cause harm or unnecessarily risks the safety of another person and includes any item with a lawful purpose (such as, scissors, baseball bat, paintball gun) used in a manner which could or does result in an act of violence or a threat of violence against another person, except when used for self-defense.~~
~~a. This includes fireworks or other explosives, tasers, stun guns, air powered rifles, imitation weapons without appropriate safety markings.~~

7.3 “Deadly Weapon” means an instrument which is designed to be used to produce serious bodily injury or death or is readily adaptable to such use.³¹

- a. The term “Deadly Weapon” includes, but is not limited to, firearms, ~~blackjacks, pistols, revolvers, antique firearms, knives (including gravity knives and switchblade or other knives), blackjacks,~~ metallic or false knuckles, ~~nunchaku, pistols, revolvers, nunchakus, and pepper spray,~~ as defined in the ~~W.Va.~~ West Virginia Code,³² or other deadly weapons of like kind or character which may be easily concealed on or about the person³³.
- b. ~~The term “Deadly Weapon” includes any machine gun, submachine gun, or any other fully automatic weapon³⁴~~
- b. ~~The~~ The term “Deadly Weapon” includes explosive, chemical, biological, and radiological materials.
- c. The term “Deadly Weapon” does not include a ~~pocketknife~~ pocket knife with a blade three and one-half inches or less in length, a hunting or fishing knife carried for hunting, fishing, sports, or other recreational uses, or a knife designed for use as a tool or household implement, unless the item is knowingly used or intended to be used to produce serious bodily injury or death.
- d. The term “Deadly Weapon” does not include any item or material owned or used by ~~the University, intended for educational use, including academic, athletic, or research, and~~

Commented [AL14]: Removed “Dangerous Object” definition and language, because it is not provided for by W. Va. Code. Is that based on a general principle somewhere? Thoughts?

Commented [AL15]: K. Boggs Comment: “While this is in the statutory definition of “deadly weapon,” it specifically says, “for the purposes of 18A-5-1a and 61-7-11a of this Code,” neither of which apply to institutions of higher education. Did you have an earlier iteration of a “dangerous weapons” policy that included this language?”

NOTE: We retained this language because the university is sometimes used for primary or secondary school events.

³⁰ See W. Va. Code § 61-7-2(3)(4) (defining the term).

³¹ See W. Va. Code § 61-7-2(5)(4) (defining the term).

³² See generally W. Va. Code § 61-7-2 (5).

³³ See generally W. Va. Code § 61-7-2 (5).

³⁴ It shall be unlawful for any person to carry, transport, or have in his/her possession, any machine gun, submachine gun, or any other fully automatic weapon unless he or she has fully complied with applicable federal statutes and all applicable rules and regulations of the secretary of the treasury of the United States relating to such firearms. See W. Va. Code § 61-7-9.

~~used solely for that purpose~~GSU, intended for curricular use, and used by the student at the time of the alleged offense solely for curricular purposes. For the avoidance of doubt, the term “Deadly Weapon” does not include the musket carried by the GSU Pioneer mascot, acting in his or her official capacity.

- e. The term “Deadly Weapon” does not include pepper spray when used by any person solely for self-defense purposes³⁵.

7.4 “GSU Campus” means all areas, including buildings, that are under custodial control of GSU; provided, however, it does not include areas rented, leased, or under an exclusive agreement for the full-time occupancy and use of a private entity.³⁶

7.5 “GSU Property” means any areas or locations, including those areas located off-campus, under the control, supervision, or custody of GSU.

7.6 “Firearm” means any weapon which will expel a projectile by action of an explosion, other than antique firearms except to the limited extent provided by law.³⁷

7.4.7.7 “High Hazardous and Animal Laboratories” means laboratories with:

- a. Greater than 55 gallons of Class I flammable liquids and/or significant quantities of acids, bases, organics, pyrophorics, peroxides, bio-hazardous materials, extremely toxic materials, or pyrophoric or toxic gases classified NFPA 704 Category 3 or higher;
- b. Hazardous gases with K-size or larger cylinders containing corrosive, reactive, flammable, toxic, and/or oxidizer gases classified NFPA 704 Category 2 or higher;
- c. ~~If ever applicable,~~ MRI and/or NMR equipment capable of generating significant magnetic fields with field strength of at least 5 gauss is measured outside the equipment or 5 gauss line typically at least 3 feet and as much as 20 feet from equipment;
- d. Large cylinders of acetylene; or
- e. Animal research laboratory spaces in locations not accessible to the public or generally accessible to students and employees.³⁸

7.5.7.8 “License” means a current and valid license, lawfully issued by the State of West Virginia pursuant to W. Va. Code § 61-7-4, ~~(License to carry deadly weapons; how obtained);~~ or W. Va. Code § 61-7-4a, ~~(Provisional license to carry deadly weapons; how obtained);~~ or a current and valid license or permit recognized under W. Va. Code § 61-7-6a, ~~(Reciprocity and recognition; out-of-state concealed handgun permits).~~³⁹

³⁵ ~~See W. Va. Code § 61-7-2(5).~~

³⁶ ~~See W. Va. Code § 18B-4-5B(a).~~

³⁷ ~~See W. Va. Code § 61-7-2(7) (defining the term); see also W. Va. Code § 61-7-9 regulating the carry, transport, and possession of any machine gun, submachine gun, or any other fully automatic weapon.~~

³⁸ W. Va. Code § 18B-4-5b(b)(11).

³⁹ W. Va. Code § 18B-4-5b(i).

Commented [AL16]: K. Boggs Comment: “You have reworked language in the definition of “deadly weapon” that is written to apply only to “any item or material owned by *the school or county board*. . . .” You cannot extrapolate that to apply to the University.”

NOTE: I think this is ok as is because it says Deadly Weapons do NOT include these things, which is consistent with the Code.

~~7.67.9~~ “Pistol” means a short firearm having a chamber which is integral with the barrel, designed to be aimed and fired by the use of a single hand.⁴⁰

~~7.10~~ “President” means the GSU President or his or her designee.

~~7.77.11~~ “Revolver” means a short firearm having a cylinder of several chambers that are brought successively into line with the barrel to be discharged, designed to be aimed and fired by the use of a single hand.⁴¹

SECTION 3. POLICY

~~3.1 Except as specifically provided for by this rule or by law, deadly weapons and dangerous objects, as defined herein, are prohibited on GSU Property.~~

~~3.2 Section 3.1 does not apply to a person holding a license to carry a concealed deadly weapon and who is carrying a Concealed Pistol or Revolver on GSU Property⁴², except as set forth in Section 3.3.~~

~~3.3 Consistent with both the Campus Self Defense Act and the W. Va. Business Liability Protection Act⁴³, all deadly weapons, including concealed pistols and revolvers, are prohibited in the following locations:~~

- ~~a. At an organized event taking place at a stadium or arena with a capacity of more than 1,000 spectators⁴⁴.~~
- ~~b. If ever applicable, at a daycare facility located on GSU Property⁴⁵.~~
- ~~c. In the secure area of the Office of Public Safety, located in the Jesse R. Lilly Gymnasium building on GSU campus⁴⁶.~~
- ~~d. In an area that has adequate security measures to ensure that pistols or revolvers are not to be carried by the public into the area⁴⁷.~~

⁴⁰ W. Va. Code § 61-7-2 (13).

⁴¹ W. Va. Code § 61-7-2(14).

⁴² W. Va. Code § 18B-4-5b(a) (providing that “a person holding a current and valid license to carry a concealed deadly weapon may carry a concealed pistol or revolver on the campus and in the buildings of a state institution of higher education”).

⁴³ W. Va. Code § 61-7-14.

⁴⁴ W. Va. Code § 18B-4-5b(b)(1).

⁴⁵ W. Va. Code § 18B-4-5b(b)(2).

⁴⁶ W. Va. Code § 18B-4-5b(b)(3).

⁴⁷ W. Va. Code § 18B-4-5b(b)(4) (defining “adequate security measures” as “the use of electronic equipment and armed personnel at public entrances to detect and restrict the carrying of any pistols or revolvers into the area, including, but not limited to, metal detectors, metal detector wands, or any other equipment used for similar purposes to ensure that pistols or revolvers are not carried in these areas by members of the public”); *see also infra* section 5.1.

- ~~i. Any such area designated by the University under this exception will provide reasonable notice to the public and campus community.~~
- ~~e. In an on-campus room or rooms in which a student or employee disciplinary proceeding is being held⁴⁸.~~
- ~~f. In "Sole Occupancy Offices"⁴⁹, but only in those offices where the sole occupant notifies those who may be entering that concealed pistols and revolvers are prohibited.~~
- ~~g. At a primary or secondary education school sponsored function being held in a specific location on GSU Property that is rented, leased, or under the exclusive use of the W. Va. Department of Education, the W. Va. Secondary Schools Activities Commission, a county school board, or local public school for the actual period of time the function is occurring⁵⁰.~~
- ~~h. At a private function that is being held in a specific location on GSU Property that is rented, leased, or under exclusive use of an entity for the actual period of time the function is occurring⁵¹.

 - ~~i. Any such function designated by an entity under this exception will provide reasonable notice to the attendees.~~~~
- ~~i. In any GSU Property where possession of a firearm is prohibited by state or federal law⁵².~~
- ~~j. In specifically designated areas in which patient care or mental health counseling is being provided⁵³.

 - ~~i. The University shall provide reasonable notice to the public and campus community about what areas are designated under this exception.~~~~
- ~~k. In High Hazardous and Animal Laboratories⁵⁴.

 - ~~i. The University shall provide reasonable notice to the public and campus community about what areas are designated under this exception.~~~~
- ~~l. In on-campus residence halls, except common areas such as lounges, dining areas, and study areas⁵⁵.

 - ~~i. This exception does not apply to University employees whose responsibilities require them to be in an on-campus residence hall and that person would otherwise be able to carry a concealed revolver or pistol on-campus as long as that person is present in the residence hall for purposes of his or her~~~~

⁴⁸ W. Va. Code § 18B-4-5b(b)(5).

⁴⁹ W. Va. Code § 18B-4-5b(b)(6) (defining a "sole occupancy office" as "a room with at least one door and walls that extend to the ceiling that is assigned to a single person as his or her workspace" but not authorizing GSU "to prohibit, regulate, or restrict faculty or staff members who hold a current and valid license to carry a concealed deadly weapon from carrying a concealed pistol or revolver in his or her assigned office").

⁵⁰ W. Va. Code § 18B-4-5b(b)(7).

⁵¹ W. Va. Code § 18B-4-5b(b)(8).

⁵² W. Va. Code § 18B-4-5b(b)(9).

⁵³ W. Va. Code § 18B-4-5b(b)(10).

⁵⁴ W. Va. Code § 18B-4-5b(b)(11).

⁵⁵ W. Va. Code § 18B-4-5b(b)(12).

employment⁵⁶.

7.87.12 The Board of Governors delegates to the President the responsibility to (1) provide a secure location for the storage of a pistol or revolver in Office” means a room with at least one on-campus residence hall; (2) reserve an appropriate space in the on-campus residence hall where the storage room is located for on-campus residents with a license to store their weapons⁵⁷; and (3) charge a reasonable fee for the use of the secure storage location or a safe⁵⁸, door and walls that extend to the ceiling that is assigned to a single person as his or her workspace.⁵⁹

m. The exceptions set forth in Section 2.3 and the general prohibition on deadly weapons or dangerous objects do not apply to the following persons, while acting in their official capacity: law enforcement officers or law enforcement officials; W. Va. Department of Corrections employees; members of the armed forces of the United States or the W. Va. National Guard; any circuit judge, prosecuting attorney, assistant prosecuting attorney, or investigator duly appointed by a prosecuting attorney; and individuals required to possess the items prohibited by this rule in order to participate in undertakings sanctioned by Glenville State University. Additionally, consistent with the W. Va. Business Liability Protection Act, the prohibitions of this rule do not apply to legally owned firearms lawfully possessed, out of view, locked inside or locked to a motor vehicle in a parking lot when an individual is lawfully allowed to be present in an area⁶⁰.

3.4 To the extent anything in this rule conflicts with the Campus Self-defense Act or the W. Va. Business Liability Protection Act, the applicable act takes precedent.

3.5 Pursuant to Section 3.3(l)(ii)(1), while the University will provide a secure location for the storage of a pistol or revolver in at least one on-campus residence hall, the amount of ammunition an individual may store in the on-campus residence hall will be limited to the space within the individual storage unit in the secure location. The storage of ammunition in any other building on campus is strictly prohibited, with the exception of ammunition stored by the Office of Public Safety.

SECTION 4. RESOURCES

4.1 Website

- a. The Board of Governors designates and directs the President to post on GSU’s website a page with resources relating to this policy and the University’s compliance with the Campus Self-defense Act.
- b. The issues to be addressed on this website include, but are not limited to, resources discussing the list or map of locations identified as exempt under Section 2.3 where the

⁵⁶ W. Va. Code § 18B-4-5b(c).

⁵⁷ W. Va. Code § 18B-4-5b(d).

⁵⁸ See generally W. Va. Code § 18B-4-5b(c).

⁵⁹ W. Va. Code § 18B-4-5B(b)(6).

⁶⁰ W. Va. Code § 61-7-14(d)(1)(A)-(D).

carrying of a concealed pistol or revolver is prohibited; gun safety and training opportunities for those interested; and information about how to obtain a concealed weapons permit.

4.2 Publicly Posted Notices

- c. Pursuant to Section 3.3, the University will provide reasonable notice to the public and campus community about which areas are designated as an exception to the rule wherein carrying a concealed pistol or revolver is permitted.
- d. The University will provide and post signage across campus, in its buildings, and all locations necessary to alert those entering of the conceal carry guidelines within the area.

SECTION 5. VIOLATIONS

- 5.1 Any University employee, student, or volunteer who fails to abide by the requirements within this rule shall be subject to: (i) appropriate disciplinary action, including warning, suspension, termination, or other disciplinary action as may be appropriate and (ii) applicable criminal charges, if warranted.
- 5.2 Any other person who fails to abide by the requirements of this rule shall be subject to appropriate action, including a request to leave campus or temporarily relinquish the prohibited item and, if they fail to do so, referral for any appropriate criminal action and/or issuance of a trespass notice, and/or a temporary or permanent ban from campus.
- 5.3 It is a violation of this rule and W. Va. Code to carry a pistol or revolver (or any other firearm or deadly weapon), on GSU Property, that is partially or wholly visible, or intentionally or knowingly displayed in plain view of another person, in a way or manner to cause, or threaten, a breach of the peace, regardless of whether the firearm is holstered. This provision pertains to (i) individuals who possess a valid license to carry a concealed weapon and (ii) any other person not expressly permitted/authorized to do so by this rule. Anyone who violates this provision may, in addition to any applicable criminal charges, be subject to disciplinary action⁶⁴.

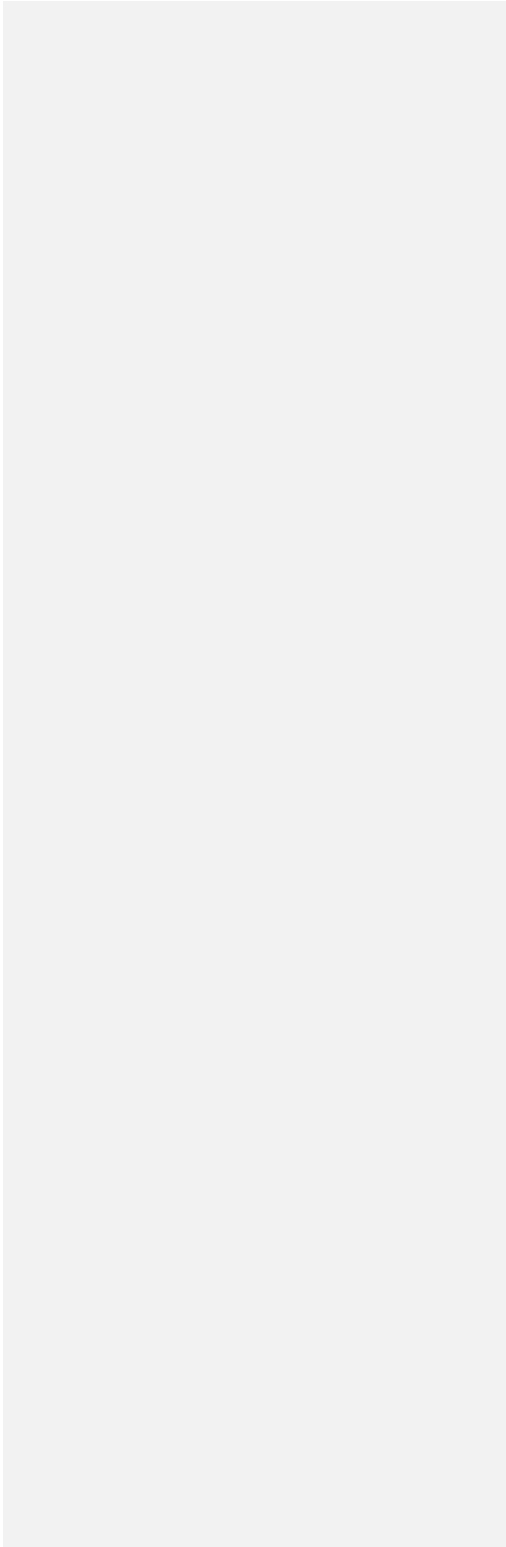
SECTION 6. AMENDMENTS

- 6.1 This Policy may be amended to change or update any and all W. Va. Code citations, names, titles, links to information, grammar, and spelling without going through the rulemaking process.

⁶⁴W. Va. Code § 18B-4-5b(g).

~~6.2 Federal and State laws, rules and regulations change. The Board may modify any portion of this policy to conform the College's practices with such changes. Subject to the institution's rulemaking policy, the institution will change this policy to conform to the most current laws and regulations within a reasonable time of discovering the change.~~

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GLENVILLE STATE UNIVERSITY POLICIES

ACADEMIC POLICY 28A

STANDARDS AND PROCEDURES FOR GRADUATE ADMISSIONS

28A.1. General

- 1.1. Scope – Policy regarding standards and procedures for graduate admissions.
- 1.2. Authority - W. Va. Code §§ 18B-1-6 and 18B-2A-4
- 1.3. Effective Date:

28A.2. Basic Graduate Admission Standards

- 2.1. All **first-time** candidates applying for admission to graduate programs must submit the following:
 - 2.1.1. An application for graduate admission;
 - 2.1.2. Official undergraduate transcripts sent directly to the GSU Admissions Office from all undergraduate institutions attended;
 - 2.1.3. Official undergraduate transcript from the bachelor's degree-granting institution demonstrating a minimum overall 2.75 grade point average (GPA or the minimum GPA set by the individual graduate degree program, which may require a higher grade point average and/or additional credentials or documentation for admission. Applicants in the final semester of their undergraduate education must send to the GSU Admissions Office a final official transcript showing the undergraduate degree once the degree is awarded;
 - 2.1.4. Test scores (e.g., PRAXIS, GRE, GMAT), as required by the specific program; and
 - 2.1.5. Selective Service Registration verification, if applicable.
- 2.2. All **transfer students** applying for admission to graduate programs must submit the items listed in subdivisions 2.1.1., 2.1.2., 2.1.4., and 2.1.5. above and graduate transcripts from all graduate institutions attended.
- 2.3. The University may consider for full admission candidates who have not earned the required minimum undergraduate GPA from the bachelor's degree-granting institution if they have successfully completed at least six hours of graduate coursework with a

minimum GPA of 3.0 from an accredited college or university. Candidates who have successfully completed less than six credit hours of graduate coursework must meet the first-time graduate admission standards.

- 2.4. A candidate may transfer up to 12 semester hours of graduate coursework completed at another accredited institution and apply these toward a graduate degree upon meeting the following criteria:
 - 2.4.1. A candidate must request a transfer of graduate credits by submitting all graduate transfer credits earned prior to enrollment to the director of the student's graduate program for evaluation.
 - 2.4.2. The University will accept the transfer of graduate courses with a minimum grade of B. Courses without letter grades (i.e., graded "credit" or "pass") must be accompanied by official evidence that such grades equated to a B or higher at the institution at which they were earned.
 - 2.4.3. A candidate must have earned graduate credits from the previous coursework within the past seven years. Graduate coursework older than seven years is not eligible for transfer.
 - 2.4.4. Graduate transfer credit earned after enrollment (i.e., transient credit) must be approved in advance by the graduate coordinator of the student's graduate program.
- 2.5. Glenville State University may admit graduate students on a **non-degree** basis. By definition, such students are not seeking and/or are not eligible to pursue a certificate or degree at the institution. Non-degree-seeking students may enroll in those courses for which they are qualified.
 - 2.5.1. The University will allow non-degree-seeking students to enroll in no more than three hours per semester. The student is responsible for paying all tuition and fees and is not eligible for federal financial aid.
 - 2.5.2. If a non-degree-seeking student later chooses to pursue a graduate degree program, that student must submit a new application for admission and all required documents (e.g., test scores, transcripts) to be admitted as a degree-seeking candidate. If a non-degree-seeking student at Glenville State University is later accepted into a graduate degree or certificate program, the University may apply all applicable credit hours earned at Glenville State University while in non-degree status to the degree program. Courses taken as a non-degree-seeking student are subject to the seven-year limit applicable to all courses (see Time Limit for Degree Completion in the Graduate Catalog).

- 2.6. Glenville State University is authorized by the United States Department of Homeland Security to enroll non-immigrant visa students with F-1 student status. Glenville State University participates in the West Virginia Higher Education Policy Commission J-1 scholars' program. International students must have earned the equivalent of a United States baccalaureate degree from an accredited institution.
- 2.6.1. If a candidate does not have a bachelor's degree from an accredited institution in the United States, the candidate shall have the degree evaluated by an approved evaluation firm using a course-by-course evaluation procedure and submit the results of the evaluation to the University with the documents listed below.
- 2.6.2. The U.S. Department of Homeland Security requires F-1 Students to enroll in a minimum number of "physical presence" courses each semester in order to meet the full-time enrollment requirement.
- 2.6.3. All **international** candidates applying for admission to graduate programs must complete and submit all of the following:
- 2.6.3.a. Application for admission;
 - 2.6.3.b. Copy of passport;
 - 2.6.3.c. Original or attested copies of the undergraduate degree, including the diploma;
 - 2.6.3.d. Proof of English language proficiency, as evidenced by:
 - 2.6.3.d.1. International English Language Testing System (IELTS) score of 7.0 or higher; or
 - 2.6.3.d.2. Score of 94 or higher on the Test of English as a Foreign Language (TOEFL) internet-based test (TOEFL iBT)
 - 2.6.3.e. A course-by-course evaluation of all courses completed at a non-US institution by an approved evaluating service provider (e.g., Educational Credential Evaluators (ECE) or World Evaluation Services (WES));
 - 2.6.3.f. Documentation of financial support by a sponsor; and
 - 2.6.3.g. A One year's worth of certified bank statements demonstrating sufficient funds to cover all costs associated with the first year of the graduate degree program.

- 2.6.3. A member of the University's graduate studies council with international experience shall review applications from international candidates to ensure that the application is complete and meets the minimum institutional requirements for admission. In order to be reviewed, the application file must be complete with the master's degree program and international requirement prior to review.

FINAL DRAFT

GLENVILLE STATE UNIVERSITY POLICIES

ACADEMIC POLICY 28A

STANDARDS AND PROCEDURES FOR GRADUATE ADMISSIONS

28A.1. General

- 1.1. Scope – Policy regarding standards and procedures for graduate admissions.
- 1.2. Authority - ~~W. Va. Code §§18B; WV Higher Education Policy Commission Series 17 – effective December 24, 2015; W. Va. Code §§ 18B-1-6 and 18B-2A-4~~
- 1.3. Effective Date:

Commented [KB1]: 133 C.S.R. 17 governs the transferability of credits and grades at the undergraduate level. Thus, it cannot be your authority to promulgate a policy on admission to graduate school.

28A.2. Basic Graduate Admission Standards

- 2.1. All **first-time** candidates applying for the admission to graduate programs must submit the following ~~for consideration for admission~~:
 - 2.1.1. An application for graduate admission;
 - 2.1.2. Official undergraduate transcripts sent directly to the GSU Admissions Office from all undergraduate institutions attended;
 - 2.1.3. Official undergraduate transcript from the bachelor's degree-granting institution demonstrating a minimum overall 2.75 grade point average (GPA) from the bachelor's degree-granting program or the minimum GPA set by the individual graduate degree program, ~~(see 2.1.1.)~~ which may require a higher grade point average and/or additional credentials or documentation for admission. ~~For~~ Applicants in the final semester of their undergraduate education must send to the GSU Admissions Office a final official transcript showing the undergraduate degree must be sent directly once the degree is awarded;
 - 2.1.4. Test scores (e.g., PRAXIS, GRE, GMAT), as required by the specific program; and
 - 2.1.5. Selective Service Registration verification, if applicable.

~~2.1.1. Individual graduate programs may require higher grade point average and/or additional credentials or documentation for admission.~~
- 2.2. ~~Candidate~~ All transfer students applying for the admission to graduate programs ~~as a transfer student~~ must submit the following for consideration for admission; the items listed in subdivisions 2.1.1., 2.1.2., 2.1.4., and 2.1.5. above and graduate transcripts from all graduate institutions attended.

- a.) an application for graduate admission;
- ~~b.) official undergraduate transcripts sent directly to the GSU Admissions Office from all undergraduate institutions attended;~~
- c.) test scores (e.g., PRAXIS, GRE, GMAT), as required by the specific program;
- d.) Selective Service Registration verification, if applicable;
- e.) graduate transcripts from all graduate institutions attended.

2.3. The University may consider for full admission candidates who have not earned the required minimum undergraduate GPA from the bachelor's degree-granting institution ~~may be considered for full admission~~ if they have successfully completed at least six hours of graduate coursework with a minimum GPA of 3.0 from an accredited college or university. Candidates who have successfully completed less than six credit hours of graduate coursework must meet the first-time graduate admission standards.

2.4. A candidate may transfer up to 12 semester hours of graduate coursework completed at another accredited institution and apply these toward a graduate degree upon meeting the following criteria:

Commented [KB2]: In legal drafting, we can write out numbers one through nine and use numerals for 10 and up.

2.4.1. A candidate must request a transfer of graduate credits. ~~All graduate transfer credits earned prior to enrollment must be submitted by submitting all graduate transfer credits earned prior to enrollment~~ to the director of the student's graduate program for evaluation.

2.4.2. The University will accept the transfer of graduate courses with a minimum grade of B ~~may be transferred~~. Courses without letter grades (i.e., graded "credit" or "pass") must be accompanied by official evidence that such grades equated to a B or higher at the institution at which they were earned.

2.4.3. A candidate must have earned graduate credits from the previous coursework ~~must be earned~~ within the past seven years. Graduate coursework older than seven years is not eligible for transfer.

2.4.4. Graduate transfer credit earned after enrollment (i.e., transient credit) must be approved in advance by the graduate coordinator of the student's graduate program.

2.5. Glenville State University may admit graduate students on a **non-degree** basis. By definition, such students are not seeking and/or are not eligible to pursue a certificate or degree at the institution. Non-degree-seeking students may enroll in those courses for which they are qualified.

2.5.1. The University will allow non-degree-seeking students ~~shall be allowed~~ to enroll in no more than three hours per semester. The student ~~will be is~~ responsible for paying all tuition and fees and is not eligible for federal financial aid.

Commented [KB3]: They shouldn't be eligible for State financial aid either, most of which is directed to undergrads (the exception being the Medical Student Loan program, which is inapplicable to GSU).

2.5.2. If a non-degree-seeking student ~~would~~ later chooses to pursue a graduate degree program, that student must submit a new application for admission and all required documents (e.g., test scores, transcripts) to be admitted as a degree-seeking candidate. If a non-degree-seeking student at Glenville State University is later accepted into a graduate degree or certificate program, the University may apply all applicable credit hours earned at Glenville State University while in non-degree status ~~may be applied~~ to the degree program. Courses taken as a non-degree-seeking student are subject to the seven-year limit applicable to all courses (see Time Limit for Degree Completion in the Graduate Catalog).

2.6. Glenville State University is authorized by the United States Department of Homeland Security to enroll non-immigrant visa students with F-1 student status. Glenville State University participates in the West Virginia Higher Education Policy Commission J-1 scholars' program. International students must have earned the equivalent of a United States baccalaureate degree from ~~accepted, an~~ accredited institution ~~in order to be accepted into a University graduate program.~~

2.6.1. ~~If a candidate does not have a bachelor's degree from an accredited institution in the United States, Glenville State University requires that the accredited non-United States baccalaureate degree be the candidate shall have the degree~~ evaluated by an approved evaluation firm using a course-by-course evaluation procedure ~~prior to being fully admitted into an SEVP approved master's program and submit the results of the evaluation to the University with the documents listed below.~~

2.6.2. ~~Candidates applying for the graduate admission as an international student must complete the following steps for consideration for admission:~~

~~2.6.2.a.— Review the graduate degree program to ensure that it has been approved to admit international students. Glenville State University offers both hybrid and online programs. The regulatory requirements for F-1 students indicate that a student must be enrolled in a program that physically meets in an approved location. The U.S. Department of Homeland Security requires F-1 Students to enroll in a minimum number of "physical presence" courses each semester in order to meet the full-time enrollment requirement.~~

~~2.6.2.b.— Determine that you have met the admissions requirement of the program selected.~~

~~2.6.3. All international candidates applying for admission to graduate programs must complete and submit all of the following required admissions steps (these apply to all international students, regardless of their program of choice):~~

Commented [KB4]: The language we propose to strike here and below in this subdivision is concerning. (1) You don't make native students determine if they meet admission requirements; you just lay out what the admission standards are. (2) It's not the student's burden to determine if the program admits graduate students nor is it their burden to determine if they have met all of the admission requirements.

Commented [KB5]: We suggest this sentence be the new 2.6.2.

Commented [KB6]: We renumbered this list, but didn't use all the red ink, because that was super hard to read.

- 2.6.3.a. Application for admission;
- 2.6.3.b. Copy of ~~your~~ passport ~~page~~;
- 2.6.3.c. Original or attested copies of the undergraduate degree, including the diploma;
- 2.6.3.d. Proof of English language proficiency, as evidenced by:
 - 2.6.3.d.1. International English Language Testing System (IELTS) score of 7.0 or higher; or
 - 2.6.3.d.2. Score of 94 or higher on the Test of English as a Foreign Language (TOEFL) 94 or higher on the internet-based test (TOEFL iBT)
- 2.6.3.e. A course-by-course evaluation of all courses completed at a non-US institution by an approved evaluating service provider (e.g., Educational Credential Evaluators (ECE) or World Evaluation Services (WES));
- 2.6.3.f. Documentation of financial support by a sponsor; ~~and~~
- 2.6.3.g. ~~A One year's worth of certified bank statements showing the entire year's tuition and fees demonstrating sufficient funds to cover all costs~~ associated with the first year of the graduate degree program.

Commented [KB7]: Make sure these are the currently accepted scores. Some schools will take a 6 on the IELTS and some will take a 90 on the TOEFL. These seem to be a tad on the high side; is that because the students are applying to graduate programs?

~~1) Submit your application.~~

2.6.3. ~~A member of the University's graduate studies council with international experience shall review applications from international candidates will be reviewed by a member of the graduate studies council with international experience~~ to ensure that the application is complete and meets the minimum institutional requirements for admission. In order to be reviewed, the application file must be complete with the master's degree program and international requirement prior to review.

Commented [KB8]: We do not know what this sentence means, and thus propose to delete it or clarify it.

GLENVILLE STATE UNIVERSITY POLICIES

POLICY 49

SHARED GOVERNANCE

49.1. General

- 1.1. Scope – This policy establishes Glenville State University’s process regarding shared governance.
- 1.2. Authority – W. Va. Code §§ 18B-1-6 and 18B-2A-4(j)
- 1.3. Effective Date –
- 1.4. Repeal of Former Policy This policy repeals and replaces Glenville State University Policy 49 – Shared Governance [2020].

49.2. Policy

- 2.1. Glenville State University embraces the value of all University voices in the governance of the institution and encourages the open exchange of information between all members of the University community. As such, the University will establish an opportunity for faculty, staff, and students to meet and confer with the University’s administration on issues pertinent to the ongoing operations of the institution.

49.3. Purpose

- 3.1. Meet and confer sessions between University administration and constituent groups will allow for the sharing of ideas and perspectives including, but not limited to, operational and strategic planning, the deployment of physical and human resources, budgeting and the use of fiscal resources, institutional self-study, policy review and development, and the establishment and reporting of issues related to ad hoc University committees and task forces.

49.4. Structure

- 4.1. The President or his/her designee will meet with faculty, staff, and students once in or around November and once in or around March at an agreed-upon time in order to regularly review and discuss issues of importance to the administration and members of the constituent groups. Meetings will be held separately with each constituent group. The Faculty Senate President, the Staff Council President, and the President of the Student Government Association shall individually work with the University President or the President’s designee to set the agenda for each meeting. Meet and Confer meetings shall be open to all individuals within each constituent group, thus allowing everyone

who is interested to learn about administrative proposals, to provide feedback on such proposals, and to engage in conversations relating to issues relevant to the appropriate constituent group.

- 4.2. Nothing contained in this policy precludes the University President or administrators from having discussions, meetings, or study sessions with individuals, committees, or other groups intended to assist in the governance of the University and to advance the work of the institution.

FINAL DRAFT

GLENVILLE STATE UNIVERSITY POLICIES

POLICY 49

SHARED GOVERNANCE

2.1. 49.1. General

- 1.1. Scope – This policy establishes Glenville State University’s process regarding shared governance.
- 1.2. Authority – W. Va. Code §§ 18B-1-6 [and 18B-2A-4\(j\)](#)
- 1.3. Effective Date – ~~April 21, 2020~~
- 1.4. Repeal of Former Policy – ~~This policy supersedes any or all previous Glenville State University policies in reference to shared governance~~ This policy repeals and replaces Glenville State University Policy 49 – Shared Governance [2020].

2.2. 49.2. Policy

- 2.1. Glenville State University embraces the value of all University ~~employee~~ voices in the governance of the [University institution](#) and encourages the open exchange of information between all members of the University community. As such, the University will establish an opportunity for faculty, staff, and students to meet and confer with the University’s administration on issues pertinent to the ongoing operations of the institution.

2.3. 49.3. Purpose

- 3.1. ~~The monthly~~ Meet and confer sessions between [the University](#) administration and constituent groups will allow for the sharing of ideas and perspectives including, but not limited to, operational and strategic planning, the deployment of physical and human resources, budgeting and the use of fiscal resources, institutional self-study, policy review and development, and the establishment and reporting of issues related to ad hoc University committees ~~and~~ task forces.

2.4. 49.4. Structure

- 4.1. The President ~~and/or his/ or~~ her designee will meet with faculty, staff, and students ~~monthly (August – May)~~ once in or around November and once in or around March at an agreed-upon time in order to regularly review and discuss issues of importance to the administration and members of the constituent groups. Meetings will be held separately with each constituent group. The Faculty Senate President, the Staff Council President, and the President of the Student Government Association shall individually

Commented [KB1]: Your section header numbering in this policy is not consistent with the numbering in your other policies, hence the suggested revision.

Commented [KB2]: Students are part of shared governance, too.

Commented [KB3]: What about saying “once in the fall semester and once in the spring semester?” It gives the President a little more flexibility and is a little cleaner from a drafting perspective.

work with the University President [or the President's designee](#) to set the agenda for each meeting. Meet and Confer meetings shall be open to all individuals within each constituent group, thus allowing ~~any individual~~ [everyone who is interested](#) to learn about administrative proposals, to provide feedback on such proposals, and to engage in conversations relating to issues relevant to the appropriate constituent group.

- 4.2. Nothing contained in this policy ~~will prevent~~ [precludes](#) the [Glenville State](#) University President ~~and or~~ administrators from having discussions, meetings, or study sessions with individuals, committees, or other groups intended to assist in the governance of the University and to advance the work of the institution.

DRAFT