



GLENVILLE
STATE UNIVERSITY

AGENDA
Glenville State University
Board of Governors

June 25, 2025
10:00 a.m.

Waco Center
Room A227/228

**Glenville State University
Board of Governors
Meetings Schedule
2024-25**

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 10:00 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=d29TWjNxZmx1S0FYenhzcjJ1MzJCQT09>

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, September 4, 2024	All Committees of the Board
Wednesday, September 18, 2024	Board of Governors
Wednesday, October 16, 2024	All Committees of the Board
Wednesday, October 30, 2024, via ZOOM at 1:00 pm	Board of Governors
Wednesday, November 20, 2024	All Committees of the Board
Friday, December 13, 2024	Board of Governors
Wednesday, February 5, 2025	All Committees of the Board
Wednesday, February 26, 2025	Board of Governors
Tuesday, April 22, 2025, via ZOOM at 3:00 pm – SPECIAL MEETING	Board of Governors
Wednesday, April 30, 2025	All Committees of the Board
Wednesday, May 7, 2025	Board of Governors
Wednesday, June 11, 2025	All Committees of the Board
Wednesday, June 25, 2025	Board of Governors



BOARD OF GOVERNORS
June 25, 2025
Waco Center, Rooms 227/228
10:00 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 – *Schuyler Chapman, President*
 - C. Staff Council - *Eric Marks, Chair*
 - D. Student Government Association – *Jahzeiah Wade, President*
5. **Consent Agenda (Action Item)**
 - A. Minutes of the May 7, 2025 Meeting
 - 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. **Projects Update (Possible Action Item)**
 - B. **Final Draft Policy: GSU Academic Policy 32 – Online Courses (Action Item)** – *Mari Clements*
 - C. **FY26 Chair and Vice Chair Nomination Recommendations (Action Item)** – *Kathy Butler*
 - D. **FY26 Board of Governors' Meeting Schedule (Action Item)** – *Ann Green*
 - E. **Board of Governors Scholarship (Action Item)** – *David Hutchison*
 - F. **Board of Governors Retreat Schedule (Discussion Item)** – *Ann Green*
9. Announcements
10. Adjournment

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

Report for Board of Governors

- Upcoming Events
 - 75th WV State Folk Festival (6/19/25-6/22/25)
 - GSU Night at Lambert's Winery (8/13/25)

- Recent Events
 - 50 Year Graduates Weekend
 - Fourteen members of GSC's Class of 1975 returned to campus to be recognized. This reunion event continues to be one of our most-loved alumni gatherings.
 - Retirees Luncheon
 - Welcomed 20 retired Glenville State faculty and staff members back to campus for lunch and an opportunity to reconnect.
 - GSU Night at Go-Mart Ballpark

- Alumni Oral History Project
 - Book design and layout has been completed. The file is at the printer, but there has been a delay. According to PCI (the company producing the books) they don't anticipate completion until at least fall 2025.

Submitted by: *Schuyler Chapman, Faculty Senate President*

Report for Board of Governors

As the GSU Faculty Senate has been inactive has been inactive in the period since the Board of Governors met in early May 2025, we do not have additional items to report.

I will, however, note that I have met with the Board's Ad-Hoc Committee on Wage Compression, as I serve on this committee as a member. Senators Maureen Gildein and Mark Sarver also serve on this committee and attended the 5/22 meeting. As I believe has previously been reported to the Board, this committee set up some overall goals, established next steps, and scheduled a follow up meeting.

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

Report for Board of Governors

- Election of all representatives and officers – the 2025 elections have finished and the representatives have been finalized. The Chair election has completed, Eric Marks was elected for the 2025-2027 term. During the July meeting the council will nominate and vote on the other open officer positions.
- Find a way to better engage the staff – the members of Staff Council are brainstorming ideas and incentives to encourage staff participation.
- Staff Council has reviewed their constitution to correct verbiage and language and for accuracy.
- Staff Council has reviewed and reworked the Staff Professional Development Application to encourage more staff to use all the resources available to them.
- Staff Council finalized the Staff of the Year and Rising Star Awards. Congratulations to Rachel Clutter, Staff of the Year recipient, and Grace Wellings, Rising Star recipient.
- 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.
- Staff has been working on forming a subcommittee to review salary compression.
- Attachments/Enclosures:
No Attachments

- No report submitted.

**Glenville State University Board of Governors
Meeting of June 25, 2025**

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 May 7, 2025 meeting
2. Cashflow Projection Statement
3. Accounts Receivable Report

**Glenville State University
Board of Governors Meeting
May 7, 2025
Waco Center, Rooms 227/228**

Members Present: Ms. Ann Green, Chair
Ms. Alexandria Lay
Dr. Kathy Butler, via Zoom
Mr. Tilden "Skip" Hackworth
Mr. Robert Marshall
Mr. Doug Morris
Mr. Rick Simon
Ms. Maureen Gildein, Faculty Representative
Ms. Leslie Mason, Staff Representative
Mr. Jahzeiah Wade, Student Representative

Faculty & Staff Present: Dr. Michael Boehke, Professor of Exercise Science
Ms. Wendy Broome, Accounting Assistant, via Zoom
Dr. Jeffrey Bryson, Associate Professor of Criminal Justice
Mr. Duane Chapman, Vice President of Enrollment & Student Affairs
Dr. Schuyler Chapman, Assoc. Professor of English & Faculty Senate President
Mr. Clay Chesser, Accountant Senior/Capital Projects Manager
Dr. Mari Clements, Provost and Vice President for Academic Affairs
Dr. LyCricia Criss, Assistant Professor of Health Sciences
Mr. Dustin Crutchfield, Director of Alumni Relations
Dr. Kevin Evans, Dean of Health Sciences
Dr. Donal Hardin, Associate Professor of Criminal Justice
Dr. Dwight Heaster, Associate Professor of Business Administration
Ms. Rita Helmick, Vice President for Administration and General Counsel
Mr. Tim Henline, CFO
Ms. Briana Hetrick, Administrative Assistant, via Zoom
Mr. David Hutchison, Vice President for Advancement
Ms. Tegan McEntire, Human Resources Director, via Zoom
Ms. Carrie McKeown, Human Resources Assistant, via Zoom
Dr. Mark Manchin, President
Mr. Eric Marks, Asst. Director of Information Technology & Staff Council Chair
Ms. Elizabeth Matory, Assistant Professor of Business
Mr. Drew Metheney, Controller, via Zoom
Ms. Sarah Moyers, Accounting & Reporting Manager, via Zoom
Dr. Nabil Nasser, Assistant Professor of Natural Resource Management
Mr. Tom Ratliff, Executive Director of Operations
Dr. Mark Sarver, Professor of Business and Mayor of Glenville
Dr. Sara Sawyer, Professor of Biology
Mr. Jesse Skiles, Director of Athletics
Ms. Teresa Sterns, Chief of Staff/Executive Assistant to the President

Others Present: Ms. Graylin Floyd, new incoming SGA President

Call to Order

Chair Ann Green called the meeting to order at 10:04 am.

A quorum was established.

Public Comment – N/A**Special Guests/Presentations:****Faculty Salary Study**

Mark Sarver reported on a faculty salary and wage compression study that he and a committee of the Senate completed. He referenced the information provided in the Board packet regarding the study. Mark discussed GSU Board Personnel Policy 24 – Faculty Salaries, charts that noted GSU Faculty Salary & Years of Service, GSU faculty to administration ratio and salary information from other peer institutions compared to GSU. He reported that GSU faculty are paid the lowest compared to peer institutions and mentioned that new faculty at GSU are being hired with higher salaries than faculty that have been at the institution for many years. Mark announced that it will cost \$163,000 to address faculty wage compression. He pointed out that there is an action item on the agenda to bring the President's salary up to market compensation and requested that the Board move faculty salaries up to market.

Chair Green announced that she will appoint a Board Ad-Hoc Committee to evaluate wage compression at GSU and will request the Committee to submit a report at the September 2025 Board meeting. She further noted that the Board of Governors have added \$2 million in raises to GSU employees' salaries over the last three years.

College of Health Sciences

Kevin Evans reported that GSU is looking into a transition in the coming year with the GSU/Marshall nursing program. The collaborative program has not been as successful as either university envisioned. In order to provide the best educational experiences in nursing, both universities have agreed it is best if all students transfer to Marshall's campus for years 2 through 4. GSU will continue to offer the pre-nursing courses. The senior class of students will stay at GSU next year to graduate; however, all other nursing program students will have to transfer to Marshall's campus in order to complete the program. GSU is currently investigating and discussing options to develop its own nursing program but a timeline cannot be confirmed. GSU's health sciences have many other options that students may stay and transfer to on campus. The Bachelor of Science in Health Sciences has eight different concentrations and the Bachelor of Science in Health and Human Performance has majors that include Exercise Science and Wellness Management. Most of the courses that the pre-nursing students have taken will transition into one of the Bachelor of Science programs. GSU is currently developing a Rural Community Health & Wellness Clinic to open next fall.

Constituent Comments

Alumni Council – Dustin Crutchfield, Director of Alumni Relations, reported the following:

- Hosting 50 year graduates this weekend.
- Hosted a reception for Glenville State music educators who attended the WCMEA conference on campus last week.
- The Alumni Awards Banquet was well attended.
- The Alumni Oral History Project is still at the printer and the hope is to have books printed by June.

Faculty Senate – Schuyler Chapman, President, reported:

- Senate reviewed several policies.
- Filled vacant Faculty Marshal positions.
- Awarded posthumous emeritus status to Dr. Ed Wood.
- Completed the faculty evaluation surveys for the President.
- Appointed a committee to work on the Faculty Salary Study.
- Sent a letter to the Governor regarding HB3279.

Staff Council –Eric Marks, Chair, reported:

- Finished updating the Council’s constitution and disseminated it to staff for comments/questions.
- A committee is reviewing nominations for the Staff of the Year and the Rising Star Award. The awards will be presented at the Faculty/Staff Award Luncheon this month.
- Finalizing the nomination and election of representatives for the upcoming term.

Student Government Association (SGA) – Jahzeiah Wade, President, introduced the new incoming SGA president, Graylin Floyd. He announced that Graylin will be sitting on a committee with all state university provosts at a conference being held at Stonewall Resort May 19-20, 2025.

Consent Agenda

RICK SIMON MOVED TO APPROVE THE CONSENT AGENDA. BOB MARSHALL
SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

Ann Green reported that the Committee met on April 30, 2025 via Zoom and set today’s agenda. Chair Green also appointed the nominating committee: Kathy Butler, Leslie Mason, and Bob Marshall to present a slate of officers at the June meeting for approval. The Committee will be working on next year’s calendar to present at the June meeting also.

Board Governance and HR Committee – Alex Lay, Chair, referred to the updates in the Board packet and reported that Tegan McEntire provided updates on open and filled employee positions and Rita Helmick gave updates on legal, Housing Corp., Facilities, Public Safety, IT, and Title IX at the Committee meeting.

Tom Ratliff presented a PowerPoint regarding facilities updates that included LBH Partial Demo plan, Pioneer Way improvements, and building roof replacements schedule. All Board members were provided a copy of the current Crisis Response Manual. Faculty and staff will receive small crisis response flipcharts at the *Welcome Back* meeting in August.

David Hutchison presented a PowerPoint that displayed the rendering of the future Morris Family Health & Fitness Complex. Phase 1 and 2 are expected to be completed by August 2026. Fall 2025 home football games will be hosted at other locations to include Herbert Hoover High School, Roane County High School, Robert C. Byrd High School, Nicholas County High School, and Parkersburg South High School.

Enrollment and Student Life Committee – Skip Hackworth, Chair, mentioned the updates in the Board packet and asked Duane Chapman to provide a current update.

Duane Chapman reported:

- Applications are up by 20 compared to this time last year.
- 165 freshman applications have been received.
- Retention for freshmen is at 54.5%.
- Occupancy rate in residence halls is approximately 83%.

Academic Affairs Committee – Kathy Butler, Chair, reported that the Committee met a couple of weeks ago. She asked Mari Clements to give an update.

Mari Clements reported:

- Everyone was provided with Program Review Executive Summaries.
- Hooding Ceremony is scheduled for Friday at 6:00 pm.
- Commencement is scheduled for Saturday at 10:00 am. Speakers include students Jahzeiah Wade, Larissa Howe, and Jessica Green.
- There are ongoing faculty searches for several areas.
- The HLC Panel Review recommended approval of the AS in Business at Huttonsville Correctional Center and FCI-Gilmer.
- Intentional reduction in undersubscribed courses through the use of better course rotations, course substitutions, updated plans of study and intentional advising.
- Possible acceleration of our own nursing program being explored with Marshall and with HEPC.

Skip Hackworth requested a course load report.

Mari Clements responded that she will provide a report at the June Board meeting.

Business and Finance Committee – Tim Henline, CFO, provided the following update:

- Discontinuation of the GSU/Marshall collaborative program will be better financially for GSU.
- In this upcoming year of growth, the plan is to improve the revenue side by \$3.8 million among other goals.
- Tim and Rita have been working on improving IT and saving money. One project is beginning today and other projects are beginning in the summer.
- Clay Chesser has been working with a company to assist employees with saving money on PEIA and taxes. The approximate PEIA savings will be \$1,080 to GSU per employee. Employees' tax savings will be determined on an individual basis.

Athletics Committee – Bob Marshall, Chair, asked Jesse Skiles to provide an update.

Jesse Skiles reported:

- Women's Golf is at Nationals.
- Wrestling had four All-Americans.
- Acro & Tumbling had one rookie this year.
- Softball had its best season in history of the Institution.
- History of Men's basketball will be published this summer.
- Working on revenue with Tim Henline and David Hutchison.
- All fourteen coaches are returning this coming academic year.

Discussion/Actionable Items

FY26 Budget

ALEX LAY MOVED TO APPROVE THE BUDGET FOR FY26 AS PRESENTED.
RICK SIMON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Program Reviews

KATHY BUTLER MOVED TO APPROVE THE PROGRAM REVIEWS FOR THE FOLLOWING PROGRAMS: AS/BS CRIMINAL JUSTICE, BS BIOLOGY, BA ENGLISH, BS HEALTH AND HUMAN PERFORMANCE, AND AS BUSINESS. SKIP HACKWORTH SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Final Draft Policies

ALEX LAY MOVED TO 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. KATHY BUTLER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Amendment of Funding Formula Weight Missions

ALEX LAY MOVED TO APPROVE THE PROPOSED FUNDING FORMULA MISSION WEIGHTS CHANGE FOR THE UNIVERSITY AS PRESENTED. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Executive Session

IT WAS MOVED BY RICK SIMON THAT THE BOARD OF GOVERNORS GO INTO EXECUTIVE SESSION UNDER THE AUTHORITY OF WV CODE §6-9A-4(2)(A) TO DISCUSS THE PRESIDENT'S EVALUATION, CONTRACT AND COMPENSATION PACKAGE. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Rise from Executive Session

IT WAS MOVED BY RICK SIMON THAT THE BOARD RISE FROM EXECUTIVE SESSION AND RECONVENE IN OPEN SESSION. ALEX LAY SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

President's Evaluation and Contract

RICK SIMON MOVED TO APPROVE DR. MARK A. MANCHIN'S EVALUATION FOR FY25 AS PRESENTED AND TO OFFER DR. MARK A. MANCHIN AN EXTENSION TO HIS CONTRACT FOR A PERIOD OF THREE (3) YEARS FROM THE EXPIRATION OF HIS CURRENT CONTRACT ON JUNE 30, 2025. THE EXTENDED CONTRACT WILL

INCLUDE AN INCREASE IN THE PRESIDENT'S BASE SALARY TO \$250,000 PER YEAR EFFECTIVE JULY 1, 2025. THE EXTENDED CONTRACT AND NEW BASE SALARY WILL COMPLY WITH STATUTE AND POLICY AND WILL BE SUBJECT TO APPROVAL OF THE WV HIGHER EDUCATION POLICY COMMISSION. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Ann Green requested that President Manchin give priority to the wage compression issue and provide a report to the Board at the end of each year for the next three years regarding how the issue is being addressed. Another priority she requested that the President address is the housing for faculty and staff. Ann suggested looking at different options including doing a study to determine if there is value in allowing a company to build and manage the housing.

Alex Lay referred to President Manchin's evaluation survey received from constituent groups and expressed that everyone desires to be communicated to more. The survey comments suggested bringing back the *Meet N' Confer* meetings on a quarterly basis.

Announcements

Chair Green announced the following:

- Staff Council and Faculty Senate will meet with the Board directly following today's meeting in accordance with W.Va. Codes §18B-6-3(g) and §18B-6-6(g).
- Marjorie Stewart's retirement reception is 1:00 pm-2:00 pm today in the MCCC, Ballroom.
- Student Life Banquet is tonight at 6:00 pm in the MCCC, Ballroom
- Academic Honors Reception is tomorrow at 4:00 pm in the MCCC, Ballroom.
- 50 Year Grad Dinner is on Friday at 5:00 pm in the MCCC, Ballroom.
- Hooding Ceremony is on Friday at 6:30 pm in the Fine Arts Center Auditorium.
- Commencement is on Saturday @ 10:00 am in the Waco Center.
- Board Committee Meetings will be on June 11, 2025 beginning at 9:00 am via Zoom.
- Board Meeting at 10:00 am in the Waco Center, Rooms A227/228 on June 25, 2025.

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 1:55 pm.

Ann Green, Chair

Teresa Sterns, Chief of Staff/Executive Assistant to the President



Cashflow Report to End of FY25

Glennville State University			
Cashflow Projection FY 2025			
		Projected	Projected
	Oasis	May-25	Jun-25
Beginning Cash	Fund #	\$4,116,012	\$4,416,889
Available Cash		<u>\$10,029,714</u>	<u>\$6,543,219</u>
Outgoing:			
Payroll costs total		1,950,000	1,300,000
Pcard Payments		1,056,000	300,000
Barnes & Noble Bookstore Services		-	360,500
Aramark Services		440,000	220,000
Utilities		125,000	125,000
Cash Disbursement/Operating expenses		75,000	100,000
Capital Projects & Insurance Claims		25,000	-
Debt service & Capital Assessments		203,825	335,499
Energy Savings Loan Payments		-	-
HEPC Ed Grant Payments		-	-
FY 2025 Nursing Grant Expenditures (\$773,000)		-	-
Deferred Maintenance Expenditures		350,000	350,000
Health/Wellness Grant		1,388,000	-
Cash used		<u>5,612,825</u>	<u>3,090,999</u>
Ending Cash		<u>\$4,416,889</u>	<u>\$3,452,220</u>
Remaining Balance of unrestricted funds		<u>\$402,522</u>	<u>\$ 52,854</u>



Accounts Receivable Aging

Accounts Receivable Update 6/16/2025

	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	Fall 2023	Spring 24	Fall 2024	Spring 2025	Totals
Current 6/16	\$ 361,767	\$ 87,845	\$ 5,838	\$ 132,085	\$137,589	\$ 12,509	\$ 149,292	\$ 81,139	\$ 16,230	\$ 351,730	\$ 227,813	\$ 507,480	\$ 426,971	\$ 2,498,288
Prior Report 4/28	\$ 362,237	\$ 87,845	\$ 5,838	\$ 132,085	\$137,589	\$ 12,509	\$ 149,502	\$ 81,220	\$ 16,230	\$ 355,911	\$ 233,790	\$ 636,322	\$ 694,743	\$ 2,905,821
Prior Report 2/4	\$ 364,026	\$ 87,845	\$ 5,838	\$ 132,310	\$138,264	\$ 12,509	\$ 152,721	\$ 84,617	\$ 17,235	\$ 362,264	\$ 258,131	\$ 1,011,907	\$ 2,627,667	\$ 5,255,335
Prior Report 11/19	\$ 364,026	\$ 87,845	\$ 5,838	\$ 132,820	\$138,541	\$ 12,509	\$ 152,917	\$ 86,628	\$ 18,335	\$ 370,555	\$ 273,307	\$ 2,200,950		\$ 3,844,271
Prior Report 10/16	\$ 364,562	\$ 87,845	\$ 5,838	\$ 133,220	\$138,591	\$ 12,509	\$ 153,024	\$ 86,836	\$ 18,335	\$ 374,421	\$ 275,107	\$ 2,807,000		\$ 4,457,288
Prior Report 9/4	\$ 366,623	\$ 89,880	\$ 5,838	\$ 134,411	\$138,741	\$ 12,509	\$ 153,024	\$ 89,359	\$ 23,214	\$ 412,326	\$ 355,180			\$ 1,781,105
Prior Report 7/15	\$ 367,402	\$ 89,880	\$ 5,838	\$ 134,811	\$138,741	\$ 12,509	\$ 153,024	\$ 89,359	\$ 23,214	\$ 412,326	\$ 355,180			\$ 1,788,021
Prior Report 6/15	\$ 368,816	\$ 89,880	\$ 5,838	\$ 135,361	\$138,807	\$ 12,509	\$ 153,243	\$ 91,727	\$ 23,414	\$ 435,108	\$ 437,784			\$ 1,898,224
Prior Report 5/15	\$ 368,816	\$ 89,880	\$ 5,838	\$ 135,611	\$138,874	\$ 12,509	\$ 153,243	\$ 92,326	\$ 23,438	\$ 437,880	\$ 673,000			\$ 2,131,415
Prior Report 4/15	\$ 375,894	\$ 90,764	\$ 5,838	\$ 136,524	\$139,265	\$ 12,509	\$ 156,513	\$ 95,218	\$ 26,836	\$ 469,434				\$ 1,508,795
Prior Report 3/15	\$ 376,520	\$ 91,243	\$ 5,838	\$ 137,552	\$139,602	\$ 13,141	\$ 165,036	\$ 95,218	\$ 26,836	\$ 535,715				\$ 1,586,701
Prior Report 1/15	\$ 379,249	\$ 92,004	\$ 5,838	\$ 138,507	\$139,620	\$ 13,141	\$ 165,036	\$ 95,218	\$ 31,100	\$ 796,802				\$ 1,856,515
Prior Report 11/15	\$ 379,599	\$ 92,154	\$ 5,838	\$ 138,827	\$139,845	\$ 13,141	\$ 168,089	\$ 95,268	\$ 31,291	\$ 1,071,019				\$ 2,135,072
Prior Report 11/6	\$ 379,599	\$ 92,154	\$ 5,838	\$ 142,827	\$139,845	\$ 13,141	\$ 168,969	\$ 95,671	\$ 35,691	\$ 1,192,065				\$ 2,265,801
Prior Report 10/4	\$ 382,673	\$ 93,346	\$ 6,338	\$ 144,658	\$141,082	\$ 13,141	\$ 177,098	\$ 100,975	\$ 41,322	\$ 2,454,782				\$ 3,555,415
Prior Report 8/16	\$ 382,673	\$ 93,346	\$ 6,338	\$ 145,008	\$141,282	\$ 13,141	\$ 178,342	\$ 108,712	\$ 58,716	\$ 3,240,949				\$ 4,368,508
Prior Report 8/8	\$ 382,718	\$ 93,541	\$ 6,338	\$ 146,058	\$145,581	\$ 13,141	\$ 188,596	\$ 139,233	\$ 74,132	\$ 4,187,240				\$ 5,376,578
Prior Report 7/11	\$ 385,697	\$ 93,541	\$ 6,338	\$ 146,953	\$146,172	\$ 13,141	\$ 198,206	\$ 164,827	\$ 99,549					\$ 1,254,424
Prior Report 6/14	\$ 385,697	\$ 93,541	\$ 6,338	\$ 146,999	\$147,231	\$ 13,316	\$ 219,500	\$ 183,735	\$ 318,553					\$ 1,514,909
Reduced by (Current Report - Last Report)	\$ (470)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (210)	\$ (81)	\$ -	\$ (4,181)	\$ (5,977)	\$ (128,842)	\$ (267,772)	\$ (407,533)
Total Reduction in AR Prior Semesters (Since Last Report)														

	Fall 2020	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	Fall 2023	Spring 24	Fall 2024		Totals
Total Reduction Since June 2023 Report	\$ (23,930)	\$ (5,696)	\$ (500)	\$ (14,914)	\$ (9,642)	\$ (807)	\$ (70,208)	\$ (102,596)	\$ (302,323)	\$ (3,835,510)	\$ (445,187)	\$ (2,299,520)	\$ (2,200,696)	\$ (7,110,832)

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

Report for Board of Governors

Active Positions:

Staff	Open Positions
Campus Service Worker	2 Replacement- Michaela Murphy/ Tressa Byrd
Grants Resource Specialist	1 New
Executive Director of Enrollment Management	1 Replacement- Rikki Butler
Academic Program Assistant	1 Replacement- Sadie Murphy
Trades Specialists	1 Replacement- Bruce Wootton

Faculty	Open Positions
Assistant Professor or Lecturer in Land Surveying	1 Replacement- Doyle Hupp
Assistant Professor of Biology	1 Replacement- Sara Sawyer
Assistant Professor or Lecturer of Education	1 Replacement- Connie Stout O'Dell
Assistant Professor of Biology- Botany	1 Replacement- Jeremy Keene
Assistant Professor of Mathematics	1 Replacement- Brooke Fincham
Lecturer of Mathematics Education	1 Replacement- Robert Regalado

New Staff:

Jason Kelley	Certified Police Officer
Spencer Jenkins	Staff Athletic Trainer
Gabriella "Gabby" Morris	Admissions Counselor
Devan Gauldin	Residence Hall Associate
Elizabeth "Lizzie" Bickar	Business Operations Assistant

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

FACILITIES

- The Clark Hall roof lighting is complete. We will have a lighting ceremony in August.
- Bids came in really high on the LBH teardown. City Construction reworked their bid and was awarded the contract; contracts will soon be finalized. Substantial completion date is scheduled for August 5.
- RLI, the Pioneer Way contractor, had his deadline extended a couple of times. His new substantial completion date is July 5, 2025. A second contractor will install handrails and lighting; this is Phase 2. Contracts have been approved for Phase 2 and work has begun.
- The roof projects are delayed due to product availability and architect approval on vendor supplies and color selections. These projects are scheduled to begin this month.
- The chiller repair at Mollohan scheduled for May 17, 2025 is in progress.
- The chiller at RFK Library is still on order with no installation date provided at this point.
- Demolition of existing facilities at the Morris Family Health and Wellness Complex is complete.
- Turf replacement at the stadium should be complete this week. No home football games will be played on the field this fall. No pets will be allowed on the new field and this will be enforced by ticketing from public safety. GSU football coaches now occupy the Hall of Fame room as office space; locker rooms have been moved to the garage storage area in Waco.
- Preparations are being made to move the Print Shop downtown.
- Pickens has 11 rooms that need to have HVAC fan cooling units installed. Those are in house and installation has begun.
- Goodwin Hall's floors haven't been stripped and waxed for two years. Facilities plan to complete this project during summer break. Also, Goodwin Hall is being prepared for Folk Festival and summer camps. The new door locks in Goodwin are fully functional. Elevator locks will soon be installed.
- We are looking at improving lighting campus-wide as an energy savings project while we attempt to get funding sources together for this project. As lights fail, they are being replaced by facilities with new LED bulbs and fixtures.
- GSU's psychologists have offices in Mollohan. Athletes at times are not comfortable seeing a psychologist on main campus and prefer to be served at Waco where Kendra Pullen has an office. She circulated a survey to students about counseling services at Waco and learned that students want more privacy. Tom with Facilities will look for space to relocate these services and suggests that a space somewhere in the new Health Sciences complex might work really well.
- Tom met with Faculty Senate and Staff Council to update them on the construction projects.

- The SGA student representative informed the Facilities Committee that SGA purchased dog waste stations which are ready to be installed. Facilities will install the stations but only in places dogs are allowed to occupy.

TRANSPORTATION

- All charter bus trips have concluded.
- All of the buses will go to Ohio for repairs and maintenance. Cody is scheduling appointments for cars and vans to go to local garages to complete preventive maintenance.
- Cody is continuing to enter mileage log data into the master spread sheet for reporting purposes. Cody plans to have all the vans and cars vacuumed, sanitized, and washed this summer.

IT

- IT is working on end-of-year procedures. The employees are archiving emails of newly departed employees as well as transferring files to employees who take over the duties of the departed employee.
- Graduates are being removed from current student mailing lists and user access is being reviewed.
- IT received 60 computers from year four of the SIP grant. These will replace computers in the Science Hall and Library computer labs.
- The new server array now has a new larger battery backup.
- IT completed the requisition for the Congressional Directed Funds in the amount of \$1,800,000. This money will be used to install cameras and locks as prescribed in the application. This is high priority as tariffs will increase cost and reduce the amount we can purchase. We plan to purchase 100 indoor cameras and 44 outdoor cameras for parking lots. These cameras have AI capability which can track an individual who can then be tied to door access.
- IT is finalizing and submitting the Co-Curricular Assessment to the committee.
- IT is creating a PC maintenance tracking file to identify computers for the four-year rotation plan. IT is building an image to update software on all classroom computers.
- IT successfully moved the website to its new platform within the Acquia cloud. This new platform will provide better insight of user visits.
- Training is being prepared for all new network gear.
- IT is working with Admissions to finalize implementation of the new housing software and new customer relations management software.
- Working with student life to create new student orientation events.

- IT reallocated an iPad for Fine Arts to control the sound board in the auditorium.
- Banner is modified to create new reports to accommodate additional Masters level courses. IT is making new student accounts daily.

PUBLIC SAFETY

- Public Safety is painting the entire Waco lot; they will restencil the STOP marks and check and replace signs as needed.
- Public Safety will meet with Facilities to provide training on the new lock system.

BNC

- The campus store has new products coming in and should be soon getting new apparel for fall. Summer classes have started and BNC is preparing for summer orientation.

CAMPUS POST OFFICE

- The downtown post office has a new postmaster, Charlie Wallace, who requested that GSU begin picking up and delivering all mail. Tom went to see Charlie and invited him to visit. When Charlie was at our post office, he reviewed the back loading dock area where UPS and FedEx packages are received. Charlie decided to implement a trial period of delivering mail to the back loading dock until August 2025. At that time, a final decision will be made. The problem with Denise and Amanda picking up and delivering mail is the amount and weight of packages and boxes the post office receives each fall as classes begin and students return.
- Mail has always left Glenville the day it is posted; however, Charlie told Denise that is no longer the case. Mail now leaves Glenville the next morning. Denise and Amanda no longer close 15 minutes early to take mail downtown each evening. Mail is picked up from our campus post office each morning at the time the post office delivers new mail.

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

Scholarship Comparison

	FY 25	FY 24	FY 23	FY 22	FY 21
Scholarships	865	698	574	534	403
Students	400	408	343	352	301
Tuition Discounts Offset	\$592,752 *\$500,000	\$493,792 *\$500,000	\$394,636 *1.2 Million	\$300,000	\$100,000
Total Awarded	\$1,005,758 *6/9/2025	\$907,776.84	\$737,006	\$678,993	\$425,692

New Scholarships to be awarded Fall 2025

- BA in Mathematics – Wenwen Du, Pai Song
- Eloise Boggs Scholarship
- Jack Reed Athletic Scholarship
- Ed Wood Memorial Scholarship
- Professor Dr. Joe Barton Darnall Scholarship
- Mary Conser Scholarship
- Dora Jean Brannon Bumgarner Scholarship
- Bill Atkinson Scholarship
- Ferris K. Brady & Evelyn P. Brady Scholarship
- Martha Crane Hamilton Memorial Scholarship

New McGee Foundation Scholarship Program

- \$500,000 over 5 Years
- Elementary Education
- Scholarships
 - Last Dollar in
 - West Virginia
 - Financial Need
- Praxis Support
- Mini Grants
 - Residency 1 & 2 with Partner Teacher

Annual Fund Update:

- Annual Fund Mailing with Segmented Approach
- Increasing Alumni Donors - 17.8% Alumni Donate
- Increasing Young Alumni - Young Alumni Events, Young Alumni Focus Group
- Increasing Outreach Events and Travel

Federal Grant Updates:

- Student Support Services Trio Program
- ARC Power Grant
- Strengthening Institutions Program
- USDA - new State Director, John Reisenweber
- CDS Grants – in process

Submitted by: *D. Duane Chapman, Vice President of Enrollment & Student Affairs*

Report for Board of Governors

Admissions

Applications 5/30/2025

- Undergraduate International

FA24	1113	FA24	96
FA25	1146	FA25	59
- Graduate International

FA24	26	FA24	2
FA25	41	FA25	11

Enrollment 5/30/2025 vs 2024 final census number

- Undergraduate International

FA24	FTF 287	FA24	51
FA25	FTF 187	FA25	31
- Graduate International

FA24	33	FA24	3
FA25	19	FA25	1

Student Affairs

Housing

- Total Applicants: 500
- Returning Student Applications: 356
- New Student Applications: 144

Not included in total number:

- Graduate Assistants: 26
- Pickens Hall Apartments: 5

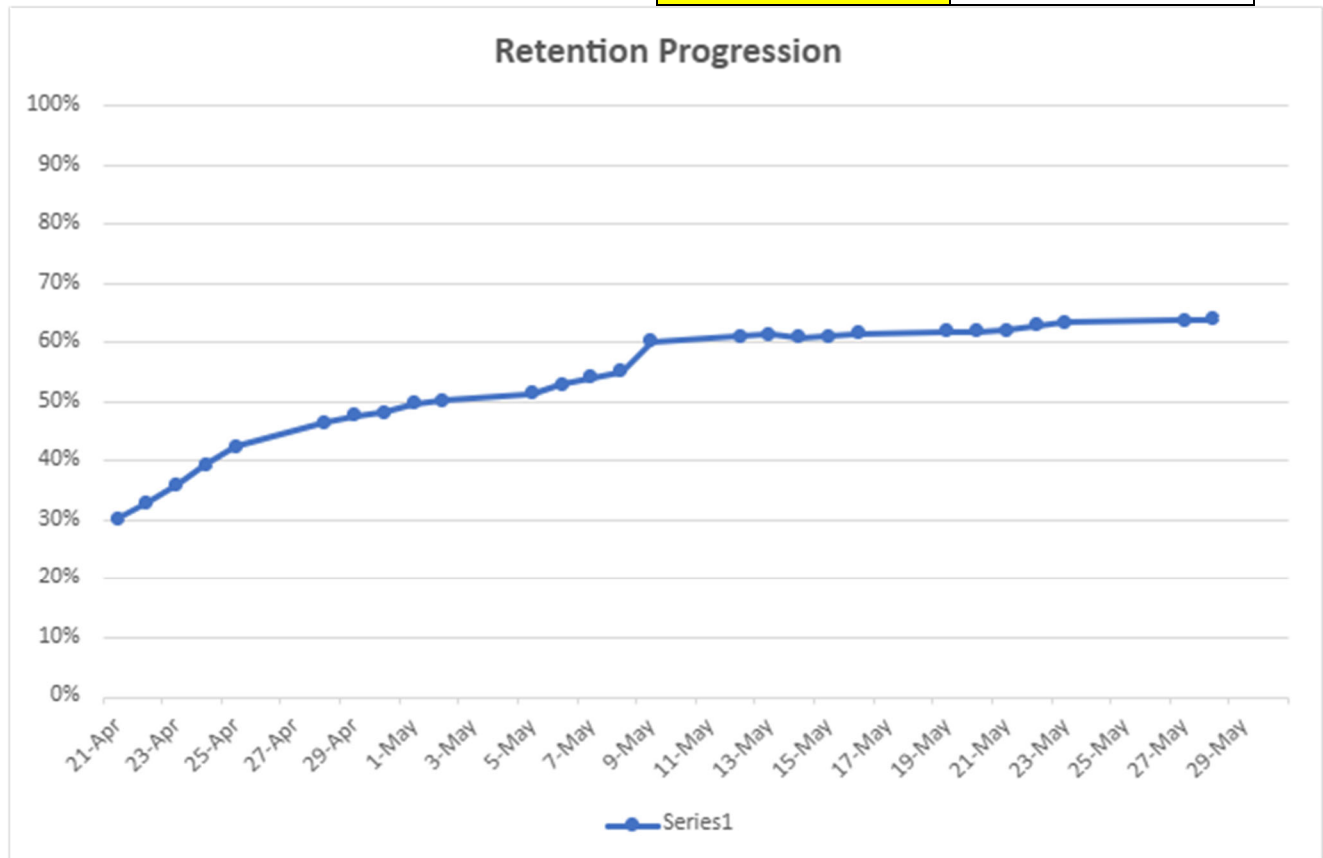
Orientation

- Second of the three-step first-year experience process with: orientation, welcome week, and GSU 100 course (in-line with our competitors)
- 61.7% of the freshmen class has been registered for an orientation session as of 6/11/2025
- Summer 2024 – approximately 87%-89% of freshmen attending a summer orientation session
- Student Life is engaging in a 3 pronged communication/marketing campaign of emailing, calling, and texting students to ensure they are registered for orientation and have applied for housing
- Admissions is recruiting the new students, Pioneer Support is registering new students, and Student Life is coordinating their transition to college life

PIONEER SUPPORT CENTER

Historical	
Fall 2021-2022	564/849 (66.43%)
Fall 2022-2023	586/854 (68.62%)
Fall 2023-2024	575/837 (68.70%)
Current	559/875 (63.89%)

Registered	Goal
559	613
Students remaining	Best Possible remaining
147	706
Not Returning	80.69%
169	
Follow-Up	
31	
Graduating	
241	
Fall-Fall Retention Rate	
63.89%	70%



SSS

- Currently Serving 165 - (100% filled requirement)
- Persistence Rate 79% - grant required 70%
- Good Academic Standing Rate 87% - grant required 83%
- 6 Year Graduation Rate 45% required 40%

SSS's goal would be to get **every** Freshman incoming to campus this fall to **Apply** to the program. Then run eligibility for entrance into the program and invite those who qualify to ascertain whether they want to truly join the program. This would get the program back onto a wait list and be prepared for the opening of spots due to graduation, retention, or the Dep of Ed removing students from the program after their time has expired (6 years). Continuing to do this every year would keep the program flourishing and every incoming class would provide new vitality. We currently go to every Freshman orientation and get a lot of applications, but we would like every Freshman to apply.

Marketing Update:

MARKETING UPDATE

- Continuing to work on New Website – rollout planned for 8/1
- Print Shop Move
- 2025-2026 Social Media Schedule
- Department Chair Meeting Schedule
 - Meetings every other month with each department
- Student Worker Trainings/Expectations
- Pioneer Ambassador restructuring
- Admissions Application CRM

GLENVILLE STATE UNIVERSITY

Alumni Update:

Recent Events

- 50 Year Reunion for the Class of 1975 – 14 members of the GSC Class of 1975 returned to campus to be recognized; the 50-year reunion continues to be one of our highest-rated alumni gatherings
- Retirees Luncheon – Welcomed 20 retired Glenville State faculty and staff members back to campus for lunch and an opportunity to reconnect

Planning underway for fall events

- Exploring ideas for our “home” football games
- Homecoming – October 18, in Summersville

Alumni Oral History Book

- Printing of the book has been delayed once again; according to the book company, they don’t anticipate completion until at least fall 2025



UPCOMING EVENTS

- June 14 – GSU Night at Go-Mart Ballpark
- June 19-22 – 75th West Virginia Folk Festival
- August 13 – Lamberts Winery





GSU NIGHT AT THE BALLPARK

JUNE 14TH - GATES OPEN AT 5:30 PM GAME STARTS AT 6:35 PM

Academic Affairs Report

June 2025

Submitted by:

Dr. Mari Clements, Provost & Vice President for Academic Affairs

GLENVILLE STATE UNIVERSITY

Agenda

- Nursing Program Update
- Masters in Counseling Psychology Update
- Dual Enrollment/Dual Credit Update
- Faculty Updates
- Academic Affairs Strategic Plan
- University Strategic Plan Process

GLENVILLE STATE UNIVERSITY

Nursing Program

GLENVILLE STATE UNIVERSITY



What We Know and Where We Are

- Accelerating the development of our own nursing program
 - Better serve our students
 - Better serve the region
- 2024-25 pre-nursing students who were accepted to Marshall
 - Two headed to Marshall to complete
 - One uncertain
 - Six switching their major and staying at Glenville State
- 2023-24 pre-nursing cohort
 - One passed the sophomore year and will be attending Marshall
- 2022-24 pre-nursing cohort (rising seniors)
 - Marshall will complete program on campus with them



In the Interim: Marshall's Commitments

- Marshall will continue to accept our pre-nursing students into the BSN program
 - Accepted students must complete years 2 through 4 at Marshall
- Marshall remains committed to helping us developing a nursing program to meet the needs of Central West Virginia
- Marshall has pledged to provide leads and names to assist us in developing our program
- Marshall will welcome our nursing grads to their RN to BSN program if we are approved for a two-year nursing degree



In the Interim: GSU Pre-Nursing Apps

- 18 incoming first-time students were in the pre-nursing program
 - 14 students are still registered for pre-nursing at GSU
 - 1 registered at GSU without a declared major (registration is not pre-nursing)
 - 3 transferred to another institution for remain in nursing
- 6 current students did not meet all pre-nursing requirements
 - 4 remaining at GSU but no longer pursuing pre-nursing
 - 2 Health Sciences, 1 AA General Studies, 1 unknown
 - 2 students are unable to continue due to either academic probation or financial aid suspension



- Develop a two-year RN degree
- Discussions with HEPC; at the Chancellor's recommendation
 - Requesting support from Pierpont CTC
 - Pierpont does not offer a 2-year RN, only an LPN
 - Talking with Fairmont State
 - FSU offers the two-year RN
- Will be talking with some other approved two-year programs across the state



- Nineteen 2-year RN programs
 - Indicated by number of the map at right
- None close to GSU
- Our student base is concentrated in an underserved area
 - Indicated by blue on the map at right



Masters in Counseling Psychology

GLENVILLE STATE UNIVERSITY



Intent to Plan is Nearing Completion

- Needs assessment survey will be distributed after this meeting
- Curriculum planning is nearly complete
 - Council for Accreditation of Counseling and Related Educational Programs
 - Masters in Psychology and Counseling Accreditation Council
 - American Psychological Association
 - West Virginia Licensing Laws
- External consultant from Community Cares
 - Board certified psychologist who successfully assisted West Virginia Wesleyan in the design and accreditation of their MA program



Next Steps

- Review of survey data
 - Interest
 - Format (online, hybrid, in-seat)
- Monitor emergency legislation on online graduate instruction
 - WV Board of Psychology had mandated at least 50% in-person instruction
- Hire a Director of Clinical Training
- Prepare Full Proposal for HEPC
- Submit to HLC

Dual Enrollment/Dual Credit

GLENVILLE STATE UNIVERSITY



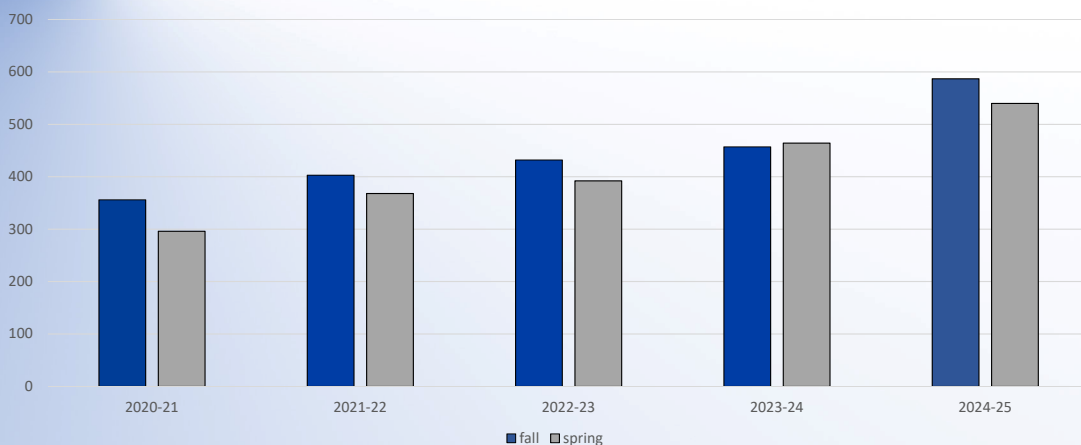
Highlights

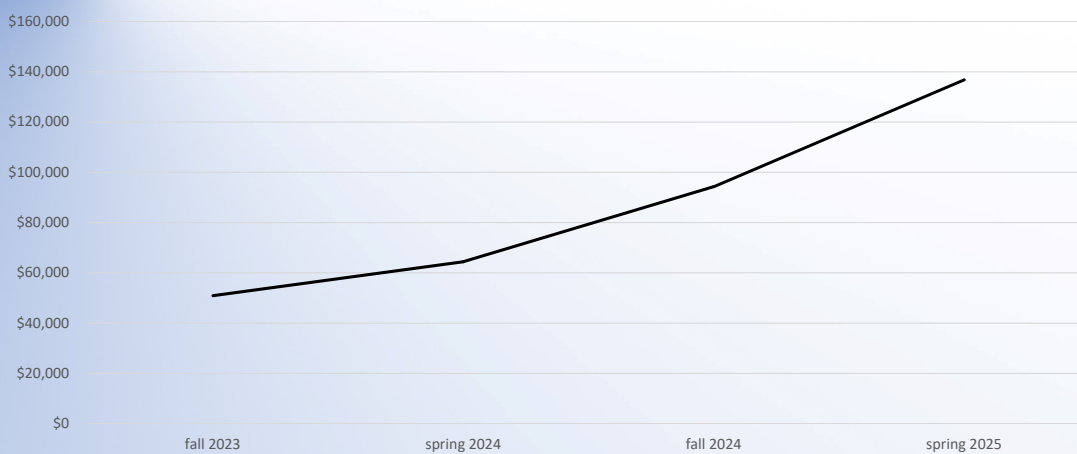
- DE/DC enrollment has been growing since COVID
 - Fall 2024 hit a new high (587)
 - 26 high schools in 19 counties + ~5 homeschooled students
 - Average credits taken per term = 6.3
- Six pathways approved by HEPC are paid by the state
 - Business Management (6)
 - Criminal Justice (38)
 - Grow Your Own (58)
 - Health Sciences (72)
 - Natural Resource Management (5)
 - Social Services (78)
- Since 2020-21, 68 students have earned diplomas and AAs concurrently



Enrollment by Term

Fall 2020 to Spring 2025



[illegible][illegible]



AA Graduates 2020-21 to 2024-25



Faculty Updates

GLENVILLE STATE UNIVERSITY



Faculty Departures & Arrivals—Business

Departures

- Elizabeth Matory



Arrivals

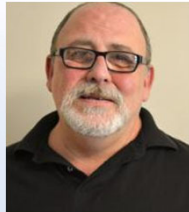
- TBD: Search for a Lecturer of Business underway with viable candidates



Business Department Faculty 2025-26



Gary Arbogast



Kevin Cain



Chair JD Carpenter



Dwight Heaster



Kandas Queen



MacKenzie Petry



Mark Sarver



Madison Simms



Kristen Tunno

Not pictured: Youba Ouldoulayeelbarbi



Criminal Justice Faculty 2025-26



Scott Beatty



Jeff Bryson



Chair Donal Hardin



Robert Rice

No changes in Criminal Justice faculty are anticipated for 2025-26



Faculty Departures & Arrivals—Education

Departures

- Tracy Chenoweth



Arrivals

- TBD: two open searches for assistant professor or lecturer of Education



Education Department Faculty 2025-26



Larry Baker



Shelly Haynes



Gerda Kumpiene



Dean Connie Stout



Will Vann

Content faculty are not pictured here, but with their content home department



Faculty Departures & Arrivals—Fine Arts

Departures

- Duane Chapman



- Chris Cosner



- Garrett Hacker



Arrivals

- Dravin Gibson



- Chelsea Glidden



- Jeremy Kirk





Fine Arts Faculty 2025-26



Jason Barr



Chair Lloyd Bone



Dravin Gibson



Chelsea Glidden



Jeremy Kirk



David Lewis



Sarah Nale



Faculty Departures & Arrivals—Health Sciences

Departures

- Thomas Moore
 - Photo unavailable
- Rebecca Walter (2024)
 - Photo unavailable

Arrivals

- Sara Sawyer





Health Sciences Faculty 2025-26



Mike Boehke



LyCricia Criss



Dean Kevin Evans



Maureen Gildein



Wes Kephart



Dave McEntire



Sara Sawyer



Faculty Arrivals—Land Resources

Departures

- None

Arrivals

- TBD: open search for a Lecturer or Assistant Professor of Land Surveying



Land Resources Faculty 2025-26



Chair Adam Black



Rico Gazal



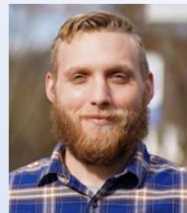
Doyle Hupp



Nabil Nasser



Brian Perkins



Jacob Petry



Hunter Thompson



Faculty Departures & Arrivals—Language & Lit

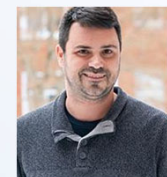
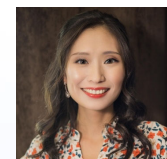
Departures

- Craig Stamm
- Marjorie Stewart
- Matthew Thiele (2024)



Arrivals

- Catherine Kong
- Scott O'Neil
- Michael Vozniak
 - Spring 2025





Language & Lit Faculty 2025-26



Chair Amanda Chapman



Schuyler Chapman



Melissa Gish



Brian Johnston



Catherine Kong



Jonathan Minton



Scott O'Neil



Michael Vozniak



Jennifer Wenner



Melody Wise



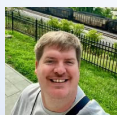
Faculty Departures & Arrivals—Science & Math

Departures

- Brooke Fincham



- Jeremy Keene



- Robert Regalado



- Sara Sawyer



Arrivals

- Ethan Bacchus (photo unavailable)
- TBD: active faculty searches in progress for:
 - Lecturer of Math
 - Assistant Professor of Biology (botany)
 - Assistant Professor of Biology (organismal)
 - Assistant Professor or Lecturer of Math Education



Science & Math Faculty 2025-26



Wenwen Du



Isaac Johnson



Ashley Kookan



Chair David O'Dell



Shalika Silva



Pai Song

Not pictured: Ethan Bacchus



Faculty Arrivals—Social Sciences

Departures

- Ed Wood



Arrivals

- Robin Crigler



- TBD: open search for Director of Clinical Training for Master's Degree in Counseling Psychology



Social Sciences Faculty 2025-26



Robin Crigler



Randy Darnell



Chair Kaitlin Ensor



Bob Hutton



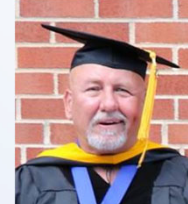
Greg Lieving



Patrick McMunn



Josh Squires



Fred Walborn



Summary of Searches

Searches Still Open

- Assistant Professor of Biology (organismal)
- Assistant Professor of Biology (botany)
- Assistant Professor/Lecturer of Education (2)
- Assistant Professor/Lecturer of Land Surveying
- Assistant Professor/Lecturer of Math Education
- Director of Clinical Training (psychology)
- Lecturer of Business
- Lecturer of Math

Successful Searches

- Assistant Professor of Art
- Assistant Professor of English (Composition)
- Assistant Professor of English (British/Irish Literature)
- Assistant Professor of English and English Education
- Assistant Professor of History
- Assistant Professor of Physical Science
- Associate Professor of Music
- Lecturer of Art
- Professor of Health Sciences & Biology

Academic Affairs Strategic Plan

GLENVILLE STATE UNIVERSITY

Academic Affairs exists to equip students to meet their educational goals and to support faculty in delivering quality instruction in alignment with workforce needs, industry standards, and state expectations.

MISSION

Over the next five years, we will provide excellent academic offerings tailored to central West Virginia needs but with national applicability.

VISION

GOALS	INITIATIVES & PROJECTS	TASK TIMELINE & SUCCESS INDICATORS
<u>Excellence in Offerings</u> Provide academic programs that maximize student success post-graduation	<u>Excellence in Offerings</u> Evaluate every degree program for relevance, enrollment, and outcomes in 5-year program review process (Chairs, Provost) Develop innovative, stackable, credit-bearing microcredentials that meet student and workforce needs and are badged and transcribed (Chairs, Provost, Registrar/Certification Analyst)	<u>Excellence in Offerings</u> Changes recommended and made as necessary subsequent to each program review (ongoing, as per review schedule) Creation and launch of at least one microcredential per academic unit by spring 2026 Implementation of badges (as facilitated by HEPC) by fall 2026
<u>Student Success</u> Improve retention rates Improve graduation rates	<u>Student Success</u> Revise series 28 to increase admissions requirements (VP of Enrollment & Student Affairs, Provost, Academic Policy) Strengthen faculty engagement with Pioneer Success Center in early warning and in tutoring centers (PSC, faculty) Review and present options for microcredential or degree completion to struggling students (Director of IRE, Provost, Advisors, PSC) Identify toxic combinations using AdAstra (Dean of Student Success, Provost) and communicate to faculty Revise plans of study to avoid registration blockages and reduce toxic combinations (Provost, Chairs) Award microcredentials along the way (Certification Analyst)	<u>Student Success</u> New admission criteria implemented by spring 2026 Increase of 5% in faculty referrals for tutoring in AY 2025-26 Five struggling or stopped out students awarded some credential by spring 2026 Revision of plans of study and course rotation by spring 2026 Development of process and award of at least five microcredentials by spring 2026
<u>Faculty Thriving</u> Reduce faculty turnover Increase faculty morale	<u>Faculty Thriving</u> Recognize faculty excellence by implementing merit-based raises and raise salaries (CFO, President, Provost, Chairs) Implement exit survey to identify common issues (Provost) Reduce faculty overload by addressing course rotations and plans of study, and redirect funds to base salaries (Provost, CFO, Chairs)	<u>Faculty Thriving</u> Merit-based raise process created and communicated no later than spring 2026 Exit survey developed and launched by fall 2025 Reduction of faculty overload (without corresponding rise in adjunct use) by 10% by AY 2027-28 Revision of plans of study and course rotation by spring 2026
<u>Improve Processes</u> Provide clarity, transparency, and ease of use for all academic processes	<u>Improve Processes</u> Complete university reorganization project (Provost, all) Using AdAstra data, optimize course rotations and plans of study (Provost, Chairs, Curriculum Committee) Audit forms and processes, and communicate to faculty and students (Academic Affairs, Registrar)	<u>Improve Processes</u> University reorganized or determined to have no changes no later than fall 2026 Revision of plans of study and course rotation by spring 2026 All forms reviewed and amended by fall 2027



Of Note

- Mission Statement in alignment with the university's and HEPC's
 - The *why* we exist; should be relatively unchanging
 - GSU: 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.
 - HEPC Academic Affairs: To help students achieve their postsecondary educational goals in less time at a lower cost.
- Vision Statement the 5-year view of what we hope to accomplish
- Goals aligned with those of departments, with additions
- Initiatives and Projects that require Academic Affairs participation
- Task Timelines and Success Indicators are new to our process and critical to the evaluation of strategic plan

University Strategic Plan Process

GLENVILLE STATE UNIVERSITY



What Has Already Been Done and What is Yet to Do

- Each academic unit has drafted their strategic plans
- Each cabinet area has drafted or will draft their strategic plans
- Two key sources for university draft plan
 - Unit plans from above will “roll up” to overall university strategic plan
 - President and Board will add goals, initiatives, and timelines to those already existing
- University communication and comment
- Refinement
- Implementation

Submitted by: *Tim Henline*

Report for Board of Governors Business and Finance Committee

- **FY25 General Audit**

- CLA (CliftonLarsonAllen, LLP) engaged.
 - Initial meetings underway
- Single Audit with CLA (CliftonLarsonAllen, LLP)
 - Initial information given
- Worker's Compensation Audit
 - Not started

- **GSU Budget for FY25**

- **FY 25 Budget updates**
 - Projected improved income statement.
 - Projected improved cash flow.
- **State Appropriation**
 - FY25 \$7,420,879, an increase of 4.7% over FY24.
 - New funding formula data compiled by HEPC.
 - GSU made modifications to the funding formula ratios.
- **Food Service**
 - Aramark increased food and labor costs by 8%.
- **Utilities**
 - Still showing some stability with slight declines predicted.
 - Meeting scheduled with energy firms to decrease overall energy consumption to improve efficiencies.
- **Capital**
 - Deferred Maintenance Funds distributed for first round of all projects. Second round disbursement for technology received. Second round disbursement for \$587,500 for Roads and Pathway funds submitted. (Deferred Maintenance Funds were delayed for 28 weeks stemming from a change in new administration) \$587,500 was received last week. Over \$1M is still waiting for payment.
 - Morris Health & Wellness Project – Underway
- **Accounts Receivable**
 - Seeing increases in prior semester payments with over \$407,000 paid recently.
- **Cash Flow Forecast**
 - Improved cash flow projected into FY26; questions still remain with new administrations both Federal and State.
- **Tuition Discounting**
 - Working with athletics and foundation to reduce overall tuition discounting.
 - Athletics revenue continues to increase over FY24.

- Continuing to work with the Athletics Director to improve revenue ratios for athletics.
 - **Housing**
 - Improvements in processes on the Admissions and Business & Finance side have increased efficiencies for billing purposes.
 - Research being conducted on faculty/staff and student housing improvements and to increase the capacity of housing for faculty, staff, and students.
- **GSU Budget for FY26**
 - **FY 26 Budget updates**
 - **State Appropriation**
 - FY26 \$7,568,222.00, an increase of 2% over FY25.
 - No funding for raises was included in the appropriation.
 - New funding formula data compiled by HEPC.
 - GSU has made modifications to the funding formula ratios.
- **Other**
 - **Year of Savings**
 - Continuing analysis of contracts and processes to reduce overall expenses is underway.
 - Several added cost savings, renegotiations of contracts, completed or underway.
 - New copier service with significant reduction in costs.
 - New IT services contracts are underway with significant reductions in costs.
 - **Year of Growth**
 - A new position in Athletics/Business to decrease costs an estimated \$100,000 to \$200,000 per year.
 - New growth initiatives are forthcoming.
 - **Tuition Increase**
 - There is a need to analyze whether to complete additional tuition and fees increases. Possible standard low yearly percentage increase?
- Attachments/Enclosures:

Under separate cover

FY25 OVERVIEW

- Three different Glenville teams won Championships in 24-25. Women's Golf, Wrestling, and Softball won the league regular season. Wrestling also won a regional championship.
- Five different Glenville student-athletes gained First-Team All-America status, and five different student-athletes were Rookie of the Year in the sport. We had one National Rookie of the Year (Acrobatics & Tumbling).
- We had two Coaches of the Year in Wrestling and Softball, with Coach Cottrell getting Regional Coach of the Year in Wrestling.

ACADEMIC REPORT

- 13 of our 17 programs were above 3.00 as a team GPA. As a department, the overall GPA was 3.12, with the women's teams posting an overall 3.33.
- 65 student-athletes had a perfect 4.0, with an additional 102 between 3.50 and 3.99.
- Women's Track had the highest at 3.64, followed closely by Softball at 3.52

GA UPDATE

- The Graduate Assistant program has been a tremendous boost for the department, enhancing recruitment, retention, and game day and daily operations.
- Teams can earn a GA position for every 15 roster spots, and administrative areas a GA position for every 100 total student-athletes.
- We will have over 30 GA's in the department this Fall.

2025 HOME Football Games

- We have executed the site visits to the game venues that will serve as our home games.
- This list includes -
 - Herbert Hoover - GSU vs. Emory Henry (August 30)
 - Roane County - GSU vs. Charleston (September 27)
 - Robert C. Byrd - GSU vs. Fairmont (October 4)
 - Nicholas County - GSU vs. Concord (October 18)
 - Parkersburg South - GSU vs. Wheeling (November 9)

PERSONNEL UPDATES

- Our staff is largely intact for FY26
- Our Women's Basketball Assistant has taken the head coaching job at Salem, and one of our head coaches is a finalist currently at the D-I level.

SUMMER CAMPS & FUNDRAISERS

- Men's Basketball had a 17-team camp last week, and hosted a 16-team golf tournament.
- Several other coaches are working satellite camps.
- Baseball hosted a team camp, and volleyball has several lined up in the summer.

ALUMNI OUTREACH

- We would like recognize more former players in the manner that we did Steve Linville last season.
- The Men's Basketball Book is complete and is going through the publisher at this time. It will be over 300 pages.

**Glenville State University Board of Governors
Meeting of June 25, 2025**

ACTION ITEM:	Final Draft Board Policy
COMMITTEE:	Board Governance and Human Resources
RECOMMENDED RESOLUTION:	Be it RESOLVED that the Board of Governors approves the proposed Board final draft policy for final filing with the Higher Education Policy Commission if no comments are received after the thirty-day comment period.
STAFF MEMBER:	Dr. Mari Clements, Provost & Vice President for Academic Affairs

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.

The draft policy was submitted to the constituent groups (WV HEPC Chancellor, Faculty Senate, Staff Council, and Student Government Association) for invited comments or suggested revisions. The draft policy was also posted on the University's website for a fourteen (14) day public comment period. All suggested revisions/comments have been made 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 policy will be submitted for the thirty (30) day public comment period. If comments are received during the thirty (30) day comment period, the policy 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 policy will be forwarded to the Higher Education Policy Commission for final approval.

Attached is Final Draft Policy: GSU Policy 32 – Online Courses

GLENVILLE STATE UNIVERSITY POLICIES

ACADEMIC POLICY 32

ONLINE COURSES

32.1. General

1.1. Scope – This policy addresses a variety of issues related directly to the development and teaching of distance education courses at Glenville State University. It is the intention of the policy to establish a fair and equitable process for developing and sustaining quality online courses.

1.2. Authority – W.Va. Code §18B-5-9(i) and 18B-10-1(a) and (f)(3)

1.3. Effective Date – ~~June 14, 2023~~

1.4. Revision of Former Policy – Repeals and replaces Glenville State University Policy 32 - Web-Based Courses [2006][2018][2020] [Online Courses\[2023\]](#).

32.2. Purpose

2.1. The purpose of this policy is to implement a process to increase the number of online courses offered by Glenville State University, to increase student access to post-secondary education opportunities, and increase the quality of online course delivery. The resulting policy goals include:

2.1.1. Increasing scheduling flexibility for students and faculty.

2.1.2. Enhancing classroom space utilization.

2.1.3. Increasing student enrollment opportunity.

32.3. Definitions

3.1. Online Courses - defined as 100% of instruction and interaction occurs via electronic communication and the instructor and students are physically separated. All course activity is completed online. There are no required in-person sessions and no physical classroom meetings.

3.1.1. Asynchronous Courses - 100% of the instruction is via the Learning Management System (LMS) and students participate completely online. The class does not take place in real-time. Students are provided with course content online and must complete the course work within a given time frame.

3.1.2. Synchronous Courses - 100% of the instruction is via the LMS and students Participate completely online, but students and the instructor interact online simultaneously for some portion of the course. At specific day(s) and time(s), participants interact in real-time utilizing video conferencing methods such as Microsoft Teams, Skype, or Zoom.

3.2. Hybrid Courses - 50% to 99% of the instruction is provided through online education with the remaining instruction provided through traditional face-to-face instruction. This type of course has some face-to-face sessions and the rest of the course work is done online.

3.2.1. The meeting time(s) for a course should be set prior to the schedule being published and communicated to students in various formats. The syllabus and course schedule should include the day(s) and time the course will meet face-to-face. The syllabus and course schedule should specify if the online portion of the course is asynchronous or synchronous. Synchronous meeting day(s) and time(s) should be listed on the course schedule and on the course syllabus. The meeting time(s) must be available to students prior to course registration. Meeting time(s) should be simple, clear, and consistent. The meeting time(s) must not change at any time during the semester absent extenuating circumstances.

3.3. Online-Enhanced Courses – a course in which instruction is provided through traditional face-to-face instruction, with less than 50% of the learning activities occurring online. Online course activity complements class sessions without reducing the number of required class meetings as mandated by federal guidelines. See Section 3.5 for clarification. Students may be required to complete assignments in the LMS to successfully complete the course.

3.4. Classroom - A course that is taught through traditional face-to-face instruction. The use of the LMS is supplemental to the classroom but does not require the students to log into it to be successful in the class. The LMS may be used as a place to post handouts, announcements, and grades. Only items given to students during class time should be posted in the LMS.

3.5. Semester Credit Hour – At Glenville State University, academic credit provides the basis for measuring the amount of engaged learning time expected of a student enrolled not only in a traditional classroom setting but also laboratories, studios, internships, other experiential learning, and distance education. The institution's credit hour definition conforms to the definition of a credit hour outlined in the Code of Federal Regulations, 34 C.F.R. § 600.2.

3.5.1. A credit hour is an amount of student work defined by an institution, as approved by the institution's accrediting agency or State approval agency, that is consistent with commonly accepted practice in postsecondary education and that reasonable approximates not less than:

3.5.1.1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks for one semester or trimester hour of credit, or ten to twelve weeks for one quarter hour of

credit, or the equivalent amount of work over a different period of time; or

3.5.1.2. At least an equivalent amount of work as required in section 3.5.1 and 3.5.1.1. of this definition for other academic activities as established by the institution, including laboratory work, internships, practica, studio work, and other academic work leading to the award of credit hours; and

3.5.1.3. Permits an institution, in determining the amount of work associated with a credit hour, to take into account a variety of delivery methods, measurements of student work, academic calendars, disciplines, and degree levels.

3.6. Course packages provided by the publisher do not constitute an online course. Course packages must be fully integrated into the LMS. The content of the course and the history of the course must reside with Glenville State University so that the University can maintain accurate historical records.

32.4. Rationale

4.1. Glenville State University recognizes the need to deliver high-quality educational opportunities across multiple modalities, allowing additional educational opportunities for students who need an alternative to traditional schedules and settings.

32.5. Process

5.1. The following will provide financial resources and strategies for developing and maintaining online courses.

5.1.1. Course fee structure - A student user fee may be assigned for online courses.

5.1.2. Online Course Development

5.1.2.1. Any instructor (faculty member or adjunct) can develop an online course, pending approval.

5.1.2.2. Online courses are considered part of regular faculty teaching load.

5.1.2.3. The faculty member qualifies for an overload per 5.1.2.2., faculty member will also receive overload pay for the course.

5.2. Online course requirements include, but are not limited to:

5.2.1. Appropriate frequency of faculty interaction with individual students.

5.2.2. Appropriate frequency of faculty interaction with the class as a whole.

5.2.3. Appropriate frequency of student to student interaction.

5.2.4. An appropriate strategy of authentication designed to protect against academic dishonesty.

5.2.5. A system to ensure appropriate access to support services and resources.

5.2.6. Student workloads are consistent with semester credit hours.

5.2.7. Instructors who teach online and hybrid courses must adhere to all applicable federal, state, and local laws, regulations and guidelines. This includes providing reasonable accommodations about affording equal educational opportunities. This is in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

5.2.8. All courses, including online and hybrid courses at Glenville State University shall meet standards set by the University's accreditor.

5.2.9. Online and hybrid courses at Glenville State University will use a standardized template.

5.2.10. Instructors who teach online must successfully complete an instructional design best practice course by the end of the second semester of teaching online.

5.2.11. Online and hybrid courses will have, at a minimum, the first week of content viewable to students in the LMS prior to the first day of the semester. [The due date for posted content is on the academic calendar.](#)

5.2.12. Instructors will upload their syllabus into the LMS for each course they teach prior to the first day of the semester. [The due date for posted syllabus is on the academic calendar.](#)

5.2.13. All instructors will post grades into the grade book section of the LMS. Students shall be able to view their current grade at any time during the semester.

5.2.14. Instructors must keep their LMS grade book current. Missing assignments should be recorded as zero (0) after the due date has passed.



May 29, 2025

The Nominating Committee recommends the following slate of officers for the Glenville State University Board of Governors 2025 – 2026 is:

Chairperson: Ann Green

Vice Chairperson: Alexandria Lay

Committees for 2025-2026 will be appointed by the FY26 Chairperson.

Nominating Committee

Kathy Butler, Chair

Bob Marshall

Leslie Mason

**Glenville State University Board of Governors
Meeting of June 25, 2025**

ACTION ITEM: FY26 Board of Governor’s Meeting Schedule

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the FY26 Board of Governor’s meeting schedule as proposed and may be amended as needed.

BOARD MEMBER: Ms. Ann Green, Chair

BACKGROUND:

A regular Board meeting schedule shall be set in June for the upcoming year in compliance with Section 5.2.1 of the Board Bylaws.

**Glenville State University
Board of Governors
DRAFT Meetings Schedule
2025-26**

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 10:00 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=d29TWjNxZmx1S0FYenhzcjJ1MzJCQT09>

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 20, 2025	All Committees of the Board
Wednesday, September 10, 2025	Board of Governors
Wednesday, October 8, 2025	All Committees of the Board
Wednesday, October 22, 2025	Board of Governors
Wednesday, November 19, 2025	All Committees of the Board
Friday, December 12, 2025	Board of Governors
Wednesday, February 4, 2026	All Committees of the Board
Wednesday, February 25, 2026	Board of Governors
Wednesday, April 22, 2026	All Committees of the Board
Friday, May 8, 2026	Board of Governors
Wednesday, June 10, 2026	All Committees of the Board
Wednesday, June 24, 2026	Board of Governors

**Glenville State University Board of Governors
Meeting of June 25, 2025**

ACTION ITEM: Approval of a Glenville State University
Dan Durbin Board of Governors Scholarship.

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Glenville State University Board of Governors agrees to fund jointly the Board of Governors Award, an equivalent full tuition and fee scholarship for the FY26 academic year. The need-based scholarship will be awarded to a West Virginia resident(s) who meets the requirements of the West Virginia PROMISE scholarship criteria.

STAFF MEMBER: Mr. David Hutchison,
Vice President for Advancement

BACKGROUND:

In 2010, the chairperson of the Higher Education Policy Commission challenged the institutional Boards of Governors to fund an annual need-based scholarship. The full tuition scholarship will be funded by the lay members of the Board at \$1,000 each. The scholarship was renamed in April 2025 to the “Dan Durbin Board of Governors Scholarship” to honor Dan’s legacy and dedication to GSU. The need-based scholarship will be awarded to a West Virginia resident(s) who meets the requirements of the West Virginia PROMISE scholarship criteria. Each member may submit their portion of the FY26 Tuition and Fees for one year to the GSU Foundation to be disbursed to the student.