

**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