

**Glenville State University  
Board of Governors Meeting  
September 10, 2025  
Waco Center, Rooms 227/228**

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

Members Absent: Ms. Graylin Floyd, Student Representative

Faculty & Staff Present: 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, via Zoom  
Dr. Mari Clements, Provost and Vice President for Academic Affairs  
Mr. Dustin Crutchfield, Director of Alumni Relations  
Mr. Tim Henline, Vice President for Business & Finance, CFO, & CPO  
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  
Mr. Drew Metheney, Controller, via Zoom  
Mr. Tom Ratliff, Executive Director of Operations  
Mr. Jesse Skiles, Director of Athletics  
Ms. Teresa Sterns, Chief of Staff/Executive Assistant to the President

Others Present: Retired General William “Bill” Crane, via Zoom

### **Call to Order**

Chair Ann Green called the meeting to order at 9:33 am.

A quorum was established.

### **Public Comment** – N/A

### **Constituent Comments**

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

- There was a strong turnout for the GSU Football game hosted at Herbert Hoover High School.
- Planning is underway with Roane County Alumni to plan for the upcoming tailgate and GSU football game on September 27<sup>th</sup>.
- Dustin supported recent events including:
  - The 75<sup>th</sup> WV State Folk Festival
  - GSU Night at Lambert's Winery
  - Welcome Station during GSU Move-In Day behind the Alumni Center.
- Alumni President Tim Moore is currently assisting with the DMV application process for a special GSU license plate.
- The Alumni Oral History Project remains delayed due to publishing issues with PCI. Those who placed orders have been contacted with updates, though PCI has not provided a projected shipping date.

**Faculty Senate** – Schuyler Chapman, President, reported:

- Drs. Sara Sawyer and Bob Hutton were elected to fill the vacancies for University Leadership Council.
- Recommended Dr. Marjorie Stewart for Emeritus status.
- Continuing review of the revised Faculty Handbook.
- Submitted proposed changes to the Inclement Weather Policy to the President's Office.

**Staff Council** –Eric Marks, Chair, reported:

- A Salary Task Force subcommittee has been formed, per Board request, to examine staff salary concerns.
- A committee is being formed to review and update the Staff Handbook.
- Fall and Halloween campus activities are being planned.
- A.C.C.E representative Leslie Ward shared insights, training and ideas gained at the annual A.C.C.E. retreat.
- Exploring initiatives aimed at improving staff retention.

### **Consent Agenda**

KATHY BUTLER 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 August 20, 2025 via Zoom and set today's agenda.

- The Wage Compression Committee recognized the issue as complex and requiring a phased, multi-step approach.
- A proposed timeline was presented by Maureen Gildein and data from Tim Henline is under ongoing review.

- Once a plan is developed, implementation will depend on available University resources.
- The Board's ad-hoc Wage Compression Committee has requested faculty and staff to form a campus-wide ad-hoc committee to continue addressing wage compression and bring forward recommendations.

**Board Governance and HR Committee** – Alex Lay, Chair, referred to the HR update in the Board packet that included a list of active positions, new employees, and updated titles. She asked Tom Ratliff and David Hutchison to provide updates.

David Hutchison presented a PowerPoint that included the following:

- Foundation submitted a clean audit.
- Everyone is invited to attend the “Home Away from Home” football games.
- October is designated as Pioneer Fund month.
- Updates on Planned Giving and Naming Campaigns for the new stadium and fitness center.
- Awarded 581 scholarships in the amount of \$772,127 to date. Approximately \$312,830 remains to be distributed.
- \$552,193 was applied toward tuition offset discounts.
- Foundation portfolio stands at \$25,010,362, with \$24 million in unrestricted funds - the highest it has ever been.
- Presented renderings of:
  - New Stadium
  - Morris Family Health and Fitness Complex (MFHFC) Entrance
  - MFHFC Brick Entrance (Brick Campaign begins in 2026)
  - Alumni Pavilion
  - Locker Room
  - Health Sciences Conference Room
  - Student Lounge

Tom Ratliff reported:

- Public Safety hired a new officer.
- Title IX is seeking to fill an investigator vacancy.
- Trae Sprague completed Behavioral Intervention Team (BIT) training.
- Facilities are preparing goalposts for Home Away from Home football games.
- New fleet policies are being enforced.
- Work continues on the LBH demolition project.
- The Post Office is coordinating with the new postmaster to improve service.
- All Physical Plant vacancies have been filled except for one.
- The MFHFC is projected to be completed before the start of the next school year.

**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:

- Freshman enrollment is down by 64.
- 147 students were expunged.
- Six high schools are participating in today’s College Fair.
- Students with a GPA lower than 2.0 will no longer be admitted.
- GSU has introduced a new “Pioneer Duck” (rubber duck).
- Retention rates are improving.

Trae Sprague reported the following on retention:

- FTFT Freshman retention is the second highest since 2005.
- Undergraduate retention is up 3.4% since Fall 2021.
- Overall retention increased 2.23% since Fall 2021.
- The primary reason students did not return is due to poor academic performance.
  - The 247 students not returning had an average GPA of 2.178.
- The Pioneer Support Center is proactively reaching out to academically struggling students.

**Academic Affairs Committee** – Kathy Butler, Chair, reported that the Committee met a couple of weeks ago and emphasized the need to closely monitor program-level enrollment. Kathy asked Mari Clements to provide an update.

Mari Clements reported:

- Reviewed Board packet charts related to:
  - Course rotations
  - Plans of study
  - Enrollment by degree level
  - Average class size by academic area
  - Faculty load comparisons (in-load, overload, adjuncts)
- An Overload Task Force has been formed.
- Discussing adding a third summer term to the academic calendar.
- Banner upgrades are ongoing with integration to Bright Space for automatic attendance tracking.
- A new electronic catalog software has been selected to sync in real time with Banner.
- Considering several models for University Organizational structure, with preference for a three-college model that retains department chairs.

**Business and Finance Committee** –Tim Henline reported:

- University financial fundamentals are sound.
- Financial audit is underway and ahead of schedule.
- The single audit has an issue related to information technology restructure and GLBA.
- Deferred maintenance funds are delayed - approximately \$1.8 million in project-related payments are pending.
- CRM, catalog, and other systems are now able to interface with Banner.

**Athletics Committee** –Jesse Skiles distributed a Championship Calendar and presented a PowerPoint on Athletics.

Key Highlights:

- Total athletes on campus: 476
  - 407 live on campus
  - 69 live off campus
- GSU is currently 3<sup>rd</sup> in the 2024-2025 Commissioner's Cup with a score of 56.7 (goal is 60+).
- Women's Cross Country is ranked 9<sup>th</sup> in preseason.
- Football record: 0-2
- Volleyball record: 4-1
- Williams and Montrose awards have been selected.
- Planning is underway for Derby Night.

- Kids Day is scheduled for November 21<sup>st</sup>.
- Recruitment & revenue were also reviewed (details in Board packet).

**President's Report** – President Manchin reported the following:

- GSU faces several challenges, with funding being the most pressing.
- The next major initiative is focused on Health Sciences.
  - Exploring a two-year RN program with transfer pathways to Marshall University for a four-year degree.
- University's core goals:
  - State-of-the-art facilities
  - High-quality education
  - Safe campus environment

**Board of Governors Retreat Schedule (Discussion Item)**

Chair Green reported that the retreat is a work in progress and is scheduled for October 22-23, 2025 beginning at 11:00 am. Teresa Sterns will email the final schedule in advance. The theme is marketing, promotions, and sustainability. The Foundation will host a reception with legislators on the evening of October 22<sup>nd</sup>.

**Announcements**

Chair Green announced the following:

- The Board continues to communicate to the Governor's office on appointing new members and reappointing members with expired terms.
- GSU Pioneer Way Grand Opening (*aka*-Amphitheatre) is scheduled for October 16, 2025 – Time TBA.
- GSU Homecoming is on Saturday, October 18, 2025 at 1:00 pm at Nicholas County High School in Summersville, WV. Tailgate will begin at 11:00 am beside the stadium.
- WV HEPC Board of Governors Summit is October 29-30, 2025 at the Charleston Coliseum & Convention Center.
- Board Committee Meetings will be held via Zoom on October 8, 2025 beginning at 9:00 am.
- The October meeting of the Board will be held in conjunction with the Board retreat. Meeting will begin at 9:30 am via Zoom on October 23, 2025.

**Adjournment**

With no further business and hearing no objection, Chair Green adjourned the meeting at 11:40 am.

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Ann Green, Chair

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