



GLENVILLE
STATE UNIVERSITY

AGENDA
Glenville State University
Board of Governors

May 8, 2026
9:30 a.m.

Waco Center
Room A227/228

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

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 9:30 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=d29TWjNzZmx1S0FYenhzcjJlMzJCQT09>

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
Thursday, October 23, 2025, via ZOOM at 9:30 am	Board of Governors
Wednesday, November 19, 2025	All Committees of the Board
Friday, December 12, 2025	Board of Governors
Wednesday, January 21, 2026, via ZOOM at 9:30 am	Special Meeting of the Board
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

Approved by the GSU Board of Governors June 25, 2025.
Updated September 2, 2025; January 5, 2026.



BOARD OF GOVERNORS
May 8, 2026
Waco Center, Rooms 227/228
9:30 AM

AGENDA

1. Call to Order
2. Establishment of a quorum
3. Public Comment Period
4. Special Presentation
 - A. National Humanities Alliance - *Dr. Robin Crigler, Assistant Professor of History*
5. Constituent Updates
 - 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 – *Graylin Floyd, President*
 - E. Wage Compression Standing Committee – *Tegan McEntire, Chair*
6. **Consent Agenda (Action Item)**
 - A. Minutes of the February 25, 2026 meeting
 - B. Cash Flow Projection Statement
 - C. Accounts Receivable Report
7. 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*
8. President’s Report
9. Discussion/Actionable Items
 - A. **Projects Update** (*Possible Action Item*)
 - B. **Program Reviews** (*Action Item*)
 - AS – Forestry
 - BA - Education (Early Childhood, Elementary, Secondary and Special Education)
 - C. **FY27 Budget** (*Action Item*)
 - D. **FY27 Pay Raises** (*Action Item*)
 - E. **President’s Evaluation** (*Possible Action Item*) - Possible Executive Session
10. Announcements
 - A. Staff Council and Faculty Senate will meet with the Board directly following today’s meeting in accordance with WV Codes §18B-6-3(g) and §18B-6-6(g).
11. Adjournment

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

Report for Board of Governors

- Upcoming Events
 - 50 Year Graduate Recognition - Class of 1976 (5/8/26 & 5/9/26)
 - GSU Night at the Ballpark (6/13/26)
 - WV State Folk Festival (6/18/26-6/21/26)
 - Homecoming (10/24/26)

- Special WV License Plate
 - We currently have 30 interest applications (our goal is 100 preorders before August 3, otherwise the DMV will cancel our campaign). If you or someone you know is interested, please visit www.glenville.edu/alumni/license-plates for more information and to download the application form.

- Alumni Awards Banquet
 - The Alumni Awards Banquet was held in April and the Alumni Association honored eight outstanding alumni. They included:
 - Dr. Carrie Kirkpatrick-Summers '98, Alumnus of the Year
 - Daniel Reed '93, Alumni Achievement Award
 - Eric Peyatt '19, Community Achievement Award
 - Paula (Jones) Oliverio '86, Outstanding Teacher Award
 - Dan White '98, Outstanding Teacher Award
 - Dan Durbin '84, Posthumous Award
 - Catie Pelfrey '21, Outstanding Young Alumna
 - Donnie Lambert '18, Outstanding Young Alumnus

- Alumni Oral History Project
 - The book publisher is still working through printing items from as far back as 2024. Based on current production flow, they are anticipating an early to late summer shipment (but nothing has been confirmed to us yet).

- Alumni Center Windows
 - Three leaded glass windows have been removed from the Center and are scheduled for repair/rebuilding.

Submitted by: *Schuyler Chapman, President*

Report for Board of Governors

- The Senate recommended to the ULC several policies presented to our body by the Academic Policy Committee:
 - Auditing Course Policy
 - This policy was revised extensively.
 - Transcripts Policy
 - This policy was revised to reflect current procedure regarding transcripts for deceased students.
 - Academic Programs Policy
 - This catalog information was updated to include a definitions of concentrations.
 - Admissions & Financial Aid Policy
 - Statement of Catalog Policy
 - These two policies were revised to comply with new WV policy regarding readmitted military personnel.
 - Probation & Suspension Policy*
 - Leave of Absence Policy*
 - Unofficial Withdrawal Policy*
 - These three policies were revised to comply with new WV policy regarding readmitted military personnel.
 - Academic Integrity Policy*
 - The Academic Policy Committee revised this policy based on input from Senate on a previous version.

*Policies marked with an asterisk indicate policies that cannot be forwarded to ULC until the period provided for faculty review to end (that deadline is 4/28).

- The Senate ran an election for the new at-large member and coordinated with departments to seat the department representatives. The new Senate consists of the following members: Scott Beatty, Jeff Bryson (ACF), Maureen Gildein (BOG), Isaac Johnson, Nikki Kirk, David Lewis, Greg Lieving, Dave McEntire, Patrick McMunn (at-large), Jacob Petry, Mark Sarver, and Jen Wenner.
- The Senate has coordinated with Alex Lay on the President's evaluation.
- The Senate is in the process of filling committee vacancies (most have been filled though a few remain).
- The Senate amended the Constitution and submitted those amendments to the faculty, who voted in favor of four amendments. Many of the amendments were cleaning up issues in the text. One of the amendments established the immediate past president of the Faculty Senate as

an advisor who is expected to attend Senate meetings for one semester following the end of their term.

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

Subcommittees updates:

1. Pay Scale Committee

The Pay Scale Committee continues to gather comparative data with various other institutions around the state for position/pay comparisons and will report that information to the Wage Compression Taskforce/Committee.

2. Handbook Committee

The Handbook Subcommittee of Staff Council has finalized revisions to the Staff Handbook. The revised document will be distributed to staff for review next week, after which the committee will move forward with a formal vote following the designated review period.

3. Campus Culture Committee

The Campus Culture Committee continues its efforts to promote engagement and recognition by sending cards for special occasions to faculty and staff. Additionally, the committee has developed a “Senior Superlatives” survey for faculty and staff. Recipients will be recognized at the annual end-of-year luncheon in May.

4. Staff of the Year and Rising Star Award Nominations

Several nominations have been made for both the Staff Employee of the Year and Rising Staff awards. A committee will review and select the recipient of each award and will announce them at the all Faculty Staff Luncheon at the end of the semester.

5. Ginny Grottendieck Scholarship

Staff Council is currently exploring opportunities for potential fundraisers. The hope is to use the extra funds to expand the number of Ginny Grottendieck Scholarships awarded. This is a scholarship provided from Staff Council to a dependent of a current Glenville State employee.

6. Council representatives

Currently, staff representatives serve a two-year term with elections in odd years. To prevent a 100% turnover at any election, staff have elected to have the rotation of representatives adjusted to allow half the council to be elected in even years and other half in odd years.

It is the goal of Staff to create activities that would be inclusive and welcoming to faculty, students, and staff.

Submitted by: *Graylin Floyd, President*

No report submitted

**Glenville State University Board of Governors
Meeting of May 8, 2026**

ACTION ITEM:	Consent Agenda
COMMITTEE:	Committee of the Whole
RECOMMENDED RESOLUTION:	Be it RESOLVED that the Board of Governors approves the Consent Agenda as proposed.
STAFF MEMBER:	Dr. Mark Manchin, President

BACKGROUND:

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

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

1. Minutes of the February 25, 2026 special meeting
2. Cashflow Projection Statement
3. Accounts Receivable Report

**Glenville State University
Board of Governors Meeting
February 25, 2026
Waco Center, Rooms 227/228**

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

Members Absent: Mr. Doug Morris

Faculty & Staff Present: Ms. Stephany Amos, Financial Aid Director, via Zoom
Dr. Scott Beatty, Assistant Professor of Criminal Justice, via Zoom
Dr. Jeffrey Bryson, Associate Professor of Criminal Justice
Ms. Jessica Burton, Travel and PCard Coordinator, via Zoom
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
Mr. Dustin Crutchfield, Director of Alumni Relations
Ms. Leisa Dean, Executive Director of Enrollment Management, via Zoom
Dr. Kevin Evans, Dean of Health Sciences
Ms. Lora Freeland, Director of Marketing and University Relations
Ms. Sheri Goff, Financial Aid Counselor, via Zoom
Dr. Donal Hardin, Associate Professor of Criminal Justice
Mr. Tim Henline, Vice President Finance & Administration, CFO, & CPO
Ms. Bri Hetrick, Administrative Assistant/Financial Compliance Coordinator, via Zoom
Mr. David Hutchison, Vice President for Advancement
Ms. Mary Jones, Financial Aid Counselor, via Zoom
Ms. Amanda Lamb, Financial Aid Counselor, via Zoom
Dr. Greg Lieving, Associate Professor of Psychology & Faculty Senate Vice President
Ms. Tegan McEntire, Human Resources Director
Ms. Carrie McKeown, Human Resources Representative, via Zoom
Dr. Mark Manchin, President
Mr. Eric Marks, Manager of Information Systems & Staff Council Chair
Mr. Drew Metheney, Controller
Ms. Sarah Moyers, Accounting and Reporting Manager
Ms. Jamie Post, Financial Aid Assistant, via Zoom
Mr. Tom Ratliff, Executive Director of Operations
Dr. Bob Rice, Assistant Professor of Criminal Justice
Dr. Mark Sarver, Professor of Business and Mayor of Glenville
Mr. Jesse Skiles, Director of Athletics
Ms. Teresa Sterns, Chief of Staff/Executive Assistant to the President
Ms. Lora Stump, Student Loan Officer, via Zoom
Ms. Alyssa Yeager, Coordinator of External Scholarships, via Zoom

Others Present: Mr. Sam Moll, EAB
Mr. Al Newell, EAB

Call to Order

Chair Ann Green called the meeting to order at 9:34 a.m.

A quorum was established.

Public Comment – N/A

Special Presentations

Undergraduate Application Growth – Sam Moll with EAB presented a PowerPoint regarding undergraduate marketing and enrollment strategy recommendations. He discussed the top priorities and the most significant challenges involved in recruiting students. Sam also described the services that EAB could potentially provide to GSU to assist with recruitment and answered questions from the Board.

Constituent Comments

Alumni Council – Dustin Crutchfield, Director of Alumni Relations, announced that he has GSU license plate applications from the DMV available for anyone who would like to preorder a plate. The University currently has ten completed applications and must secure 100 preorders before the DMV will begin designing the special plate. All additional updates were included in the Board packet.

Faculty Senate – Greg Lieving, Vice President, reported that the Senate canceled two meetings due to GSU Day at the Capitol being scheduled on those dates. The Senate has formed an ad hoc committee to construct an evaluation of the provost.

Staff Council – Eric Marks, Chair, referred to the Staff Council update included in the Board packet and noted that the Council approved five requests for Staff Development funding.

Student Government Association (SGA) – Graylin Floyd, President, along with other SGA members, attended GSU Day at the Capitol and presented Pioneer Awards to Governor Morrissey's Chief of Staff and two Supreme Court of Appeals judges. They also represented the University at the GSU Foundation Legislative Reception later that evening. All additional updates were provided in the Board packet.

Consent Agenda

SKIP HACKWORTH MOVED TO APPROVE THE CONSENT AGENDA.
RICK SIMON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

Ann Green reported that the Executive Committee met via Zoom on February 4, 2026, to establish the agenda for today's meeting.

Board Governance and HR Committee – Alex Lay, Chair, reported that the Committee updates from Tegan McEntire, Tom Ratliff, and David Hutchison are included in the Board packet and asked if they had any additional updates.

Tom Ratliff reported:

- Phase 1 of the Morris Family Community Health & Fitness Complex is approximately 75% complete.
- Electricians are installing lights across campus.
- A Wirt County greenhouse, in partnership with the Gilmer County FFA, donated 1,000 plants to GSU for landscaping around campus.
- Eleven of fourteen roofs on Housing Corporation properties have been completed.
- Public Safety plans to reinforce parking policies now that campus construction is nearing completion.

David Hutchison reported:

- Home School Day at the Capitol occurred on the same day as GSU Day at the Capitol, and the Admissions Office sent its full team to participate and recruit students.
- The Day of Giving raised over \$1 million from 1,432 gifts, with contributions from 1,090 donors.

Enrollment and Student Life Committee – Skip Hackworth, Chair, stated that the committee update is included in the Board packet and asked Duane Chapman if he had additional updates.

Duane Chapman shared a new “Backyard” sign that Admissions is sending to newly enrolled students. He also reported that Pickens Hall will no longer be available as a housing option for new incoming students.

Academic Affairs Committee – Kathy Butler, Chair, reported that Mari Clements had previously provided an update to the committee and that a revised update had been disseminated earlier. She announced that Kevin Evans would provide additional updates in Mari’s absence.

Kevin Evans reported that the nursing degree proposal has been placed on hold by HEPC due to New River CTC indicating plans to implement a nursing program in Braxton County. Pierpont CTC and Fairmont State University have both endorsed GSU’s intent to offer a nursing degree and have provided letters of support. The HLC mid-cycle review changes have been submitted; however, HLC is awaiting HEPC approval before proceeding.

Business and Finance Committee –Tim Henline reported the below updates not included in the Board packet:

- The University is planning to implement a billing system that will allow parents and students to establish payment plans.
- A new requisition system that displays live budget information is currently being tested.
- The IT department is increasing network bandwidth, particularly to support eSports, and all of campus.

President Manchin requested that his report be combined with the Business and Finance update because the Committee had requested a follow-up regarding the audit and financials. He asked Tim Henline and Drew Metheney to address the audit findings and financial report questions discussed during the Committee meeting.

Drew Metheney reported that he is working with an accounting firm on a temporary solution to eliminate the audit finding for the current fiscal year. The University is also exploring software solutions that could prevent similar findings in future years.

He further explained the transaction discussed during the February 4, 2026, Committee meeting. The Housing Corporation temporarily borrowed funds from the Research Corporation to pay an invoice as a result of grant funds for the invoice had not been received. Once the Housing Corporation receives the expected funding, it will repay the borrowed funds to the Research Corporation. All internal controls and due diligence procedures were followed, and the transaction is documented within the financial statements.

Chair Green requested that President Manchin and Teresa Sterns arrange a face-to-face Board financial training retreat on campus with Tim Henline in the near future.

President Manchin then asked Tegan McEntire to provide an update on the Wage Compression Committee.

Tegan McEntire reported that the Committee began meeting last semester and has been working on revisions to Board Policy 16. The revisions include language establishing a formal Salary Compression Committee. The updated policy is being prepared for distribution to constituent groups for comment.

It was suggested that updates from the Salary Compression Committee be included on regular Board meeting agendas until further notice.

Athletics Committee – Bob Marshall, Chair, asked Jesse Skiles to provide any updates not included in the Board packet.

Jesse Skiles reported:

- Shawnee State has become a new member of the MEC conference.
- Women’s athletic teams achieved an overall GPA of 3.49.
- The cross-country team achieved an overall GPA of 3.89.
- The overall GPA for all student-athletes is 3.14.
- GSU is currently second in the Commissioner’s Cup standings.
- Men’s track placed 7th and women’s track placed 5th at the MEC Championships.
- Women’s basketball has a record of 20–5, and men’s basketball is 16–10.
- Baseball is currently 6–2 and softball is 7–1.
- Acro is 4–0 and ranked 12th nationally.
- Fifty-one first-time full-time freshmen have signed for next year, including 31 from West Virginia.

Discussion/Actionable Items

Tuition and Fees Increases

BOB MARSHALL MOVED TO APPROVE THE TUITION AND FEES INCREASES AS PROPOSED. SKIP HACKWORTH SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Announcements

Chair Green announced the following:

- MEC Basketball Tournament at WesBanco Arena, Wheeling, WV – March 4–8, 2026
- GSU Percussion Ensemble – April 16–18 at 7:00 PM in the Fine Arts Auditorium
- Hidden Promise Graduation Banquet – Tuesday, May 5, 2026 at 5:30 PM in the MCCC Ballroom
- Student Life Banquet – May 6, 2026 at 6:00 PM in the MCCC Ballroom
- Academic Honors Reception – May 7, 2026 at 4:00 PM in the MCCC Ballroom
- 50-Year Graduate Dinner – Friday, May 8, 2026 at 5:00 PM in the MCCC Ballroom
- Hooding Ceremony – May 8, 2026 at 6:30 PM in the Fine Arts Center
- May Commencement – May 9, 2026 at 10:00 AM in the Waco Center
- Board Committee Meetings (via Zoom) – April 22, 2026 at 9:00 AM
- Board Meeting – Friday, May 8, 2026 at 9:30 AM

Staff Council and Faculty Senate will meet with the Board directly following the May 8 meeting in accordance with W. Va. Codes §18B-6-3(g) and §18B-6-6(g).

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 12:14 p.m.

Ann Green, Chair

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

DRAFT

Glennville State University

Cashflow Projection FY 2026

	Oasis	Actual Dec-25	Actual Jan-26	Actual Feb-26	Actual Mar-26	Projected Apr-26	Projected May-26	Projected Jun-26
<i>FY 2025 Deposits (for reference only)</i>		\$ 609,347	\$ 3,041,302	\$ 1,818,411	\$ 944,689	\$ 552,994	\$ 329,503	\$ 1,408,270
Beginning Cash	Fund #	\$ 1,759,423	\$ 3,795,554	\$ 1,469,463	\$ 635,508	\$ 864,253	\$ 1,276,986	\$ 2,340,430
Incoming:								
Appropriations (approx 50% of PR)	0363	250,000	1,897,963			1,347,963	275,000	
Current Cash deposits	4482	61,842	221,955	39,457	58,039	952,994	54,503	1,208,270
Education & General	4496	816,002	474,304	1,767,922	900,190			5,000,000
Auxillary	4497	25,623	80,899	111,198	778,293			
Capital	4498		1,363,223			562,000	4,000,000	500,000
Gifts, Donations, State Grants	4499	3,548,722	931,691	579,211	2,318,659	1,400,000	1,120,000	500,000
Federal Grants	8770		129,415	222,922		118,545	200,000	
PAC Funds from Foundation						100,000		
Scholarship funds from Foundation		451,088			156,605	160,000		
DMAPS Rental Income - HC					325,000			350,000
Available Cash		\$ 6,912,700	\$ 8,895,004	\$ 4,190,173	\$ 5,172,294	\$ 5,505,754	\$ 6,926,489	\$ 9,898,700
Outgoing:								
Payroll costs total		1,542,526	2,110,345	1,486,961	1,495,891	1,406,679	1,406,679	1,406,679
Pcard Payments		287,449	285,429	409,355	363,068	452,709	300,000	250,000
Barnes & Noble Bookstore Services			5,317	396,974			400,000	
Aramark Services		564,670	37,711	259,987	284,245	214,958	214,958	214,958
Utilities		154,816	160,395	90,234	90,683	100,830	140,830	120,830
Cash Disbursement/Operating expenses		151,184	317,595	54,803	77,833	50,000	120,000	120,000
Debt service & Capital Assessments		360,499	203,592	203,592	277,429	203,592	203,592	203,592
Deferred Maintenance Expenditures		2,171	991,599	101,229	40,482	500,000	800,000	500,000
Health/Wellness Grant			3,313,558	551,531	1,678,410	1,300,000	1,000,000	500,000
Cash used		3,117,146	7,425,541	3,554,665	4,308,042	4,228,768	4,586,059	3,316,059
Ending Cash		\$ 3,795,554	\$ 1,469,463	\$ 635,508	\$ 864,253	\$ 1,276,986	\$ 2,340,430	\$ 6,582,641
Remaining State Funds Included in Bal.		\$ 56,107	\$ 663,358	\$ 113,358	\$ 33,761	\$ 831,724	\$ 556,724	\$ 0
Remaining HEPC Ed Grant in Bal.		\$ 405,079	\$ 405,079	\$ 405,079	\$ 405,079	\$ 405,079	\$ 405,079	\$ 405,079
Remaining Deferred Maintenance in Bal.		\$ (869,551)	\$ (497,927)	\$ (599,157)	\$ (639,639)	\$ 9,379	\$ 1,209,379	\$ 1,209,379
Remaining Balance of unrestricted funds		\$ 1,561,476	\$ 1,014,761	\$ 1,378,030	\$ 1,065,051	\$ 30,804	\$ 169,247	\$ 1,968,182

Accounts Receivable With Ratios

Semester	Charges	Credits	Difference	Refunds	Ratio	Difference from Prior Year	Adjusted for Refunds	New Difference
Spring 2026	\$ 8,660,991.34	\$ (7,694,244.88)	\$966,746.46	\$568,190.01	11%	\$ (980,559.30)	\$ 415,953.05	\$ (564,606.25)
Fall 2025	\$ 9,665,460.80	\$ (9,231,849.80)	\$433,611.00	\$546,935.64	4%	\$ (974,204.77)	\$ 445,998.81	\$ (528,205.96)
Summer 2025	\$ 769,584.26	\$ (681,515.35)	\$ 88,068.91	\$ 42,081.01	11%	\$ (33,186.99)	\$ (13,618.26)	\$ (46,805.25)
Spring 2025	\$ 9,641,550.64	\$ (9,429,493.33)	\$212,057.31	\$984,143.06	2%	\$ 724,225.32	\$ (270,025.44)	\$ 454,199.88
Fall 2024	\$10,639,665.57	\$ (10,264,492.83)	\$375,172.74	\$992,934.45	4%	\$ 396,611.17	\$ (93,325.71)	\$ 303,285.46
Summer 2024	\$ 802,771.25	\$ (738,369.99)	\$ 64,401.26	\$ 28,462.75	8%			
Spring 2024	\$ 8,917,325.32	\$ (8,697,437.71)	\$219,887.61	\$714,117.62	2%			
Fall 2023	\$10,243,054.40	\$ (9,882,747.64)	\$360,306.76	\$899,608.74	4%			

Timing of AR (Healthy) Summer	
Timing Point	Expected A/R Level
Start of term	35–45% (normal)
Census / Add-Drop ends	20–30%
End of semester	<10–17%
Post-term (60+ days)	<5–10%

Timing of AR (Healthy) Fall/Spring	
Timing Point	Expected A/R Level
Start of term	25–35% (normal)
Census / Add-Drop ends	10–20%
End of semester	<5–8%
Post-term (60+ days)	<3–5%

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

Report for Board of Governors

Active Positions:

Staff	Open Positions
Certified Police Officer	1 Replacements- Jason Kelley
Head Women's Soccer Coach	1 Replacement- JR Dodson
Student Support Services- Teacher/Counselor	1 Replacement- Megan Moats
Director of Nursing	1 New

Faculty	Open Positions
Assistant Professor of Biology	1 Replacement- Sara Sawyer
Assistant Professor or Lecturer of Criminal Justice	1 New
Assistant Professor or Lecturer of Business	1 New
Assistant Professor or Lecturer of Land Surveying	2 replacement- Doyle Hupp & Hunter Thompson

New Employees:

Arista Eberly	Admissions Counselor
Elijah Davis	Admissions Counselor
Issac Hamrick	Admissions Counselor
Rylan Ashe	Assistant Football Coach
Matthew Goins	Campus Service Worker
Andrew Turner	Maintenance Worker
Logan Ramsey	Maintenance Worker

Wage Compression Task Force:

- Updating Policy 16
- Working on By-Laws

Draft Holiday Schedule:

Glennville State University Holiday Schedule FY 2026 - 2027

Holiday	Date of Observance
Observance of Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026
Thanksgiving Break (Designation: Lincoln's Day)	Friday, November 27, 2026
Christmas Eve (½ Columbus Day, ½ Christmas Eve)	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026
Winter Break (Designation: President's Day)	Monday, December 28, 2026
Winter Break (Designation: West Virginia Day)	Tuesday, December 29, 2026
Winter Break (Designation: Election Day)	Wednesday, December 30, 2026
New Year's Eve (½ Columbus Day, ½ New Year's Eve)	Thursday, December 31, 2026
New Year's Day	Friday, January 1, 2027
Martin Luther King Jr. Day	Monday, January 18, 2027
Spring Recess (Designation: Veteran's Day)	Friday, March 26, 2027
Memorial Day	Monday, May 31, 2027

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

This holiday schedule is subject to change.

Submitted by: *Tom Ratliff, Executive Director of Operations*

FACILITIES, OPERATIONS, & CAPITAL PROJECTS

- The Morris Family Community Health and Wellness Phase I is on schedule and progressing nicely. Bleacher installation has started and 90% plus of the supporting structure is in place. Phase II foundations are in and utility work has begun with tentative completion scheduled in the Fall of '26. One hundred fifty yards of concrete were poured in the floor last week. All three stair towers are completed and block laying to begin on the elevator shaft. Steel is onsite with erection to begin shortly.
- Roofing contractor has completed the LBH, Science Hall, and Library EPDM portion of the roofing project and the manufacturer review for warranty was done last week. The metal coping portion of the project is completed as well.
- The LBH demolition is nearing completion with a scheduled date of around 30 days. Some of the final materials have been delayed slowing final completion.
- Pioneer Way is open and the work continues. Production lights were set this week with completion of programming anticipated in two weeks. Main security lights have been installed and are operational in Pioneer Way. Twenty-five more security lights remain to be changed around campus. The new archway and café steel have been installed.
- The new round of electronic locks are in and installation has started in Pickens Hall.
- Landscaping improvements continue around campus and we welcome any suggestions for projects. We have started the work on Pioneer Way.
- Campus wide exterior and interior painting continues.
- We are working with the Corrections Academy to help them prepare for their accreditation requirements. Their inspection date is scheduled for May.
- We are working with contractors to complete estimates so we can finish projects associated with the deferred maintenance grant from the state. We intend to award these projects in the coming months so they can be completed by December 31, 2026. We working on completing the list of projects in the event the additional funds become available.
- We had a team attend the HEPC Security forum last week in Charleston. We will be working with representatives from that forum to have an active shooter drill on campus this summer.
- The new security cameras are to be delivered on campus next week with installation to begin shortly thereafter. Camera locations have already been determined.
- University Housing has full occupancy with a short wait list currently. We anticipate a few residents to announce that they will be moving out and should provide housing for those on the wait list.

Glenville State University Office of Administration Board of Governors Update

April 2026

Thomas Ratliff, Executive Director of Operations

GLENVILLE STATE UNIVERSITY



Morris Family Community Health & Wellness Phase I





Bleacher Installation



Concrete Floor and Foundation Phase II





Roofing Project LBH, Science Hall & Library EPDM Portion



Roofing Project LBH, Science Hall & Library EPDM Portion





Louis Bennett Hall Demo and Remodel



Pioneer Way Security Lights





Pioneer Way Production Lights



New Archway for Amphitheatre

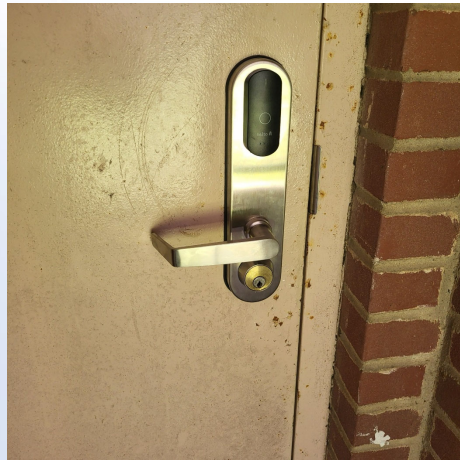




Pioneer Café



Installation of New Round Electronic Locks in Pickens Hall

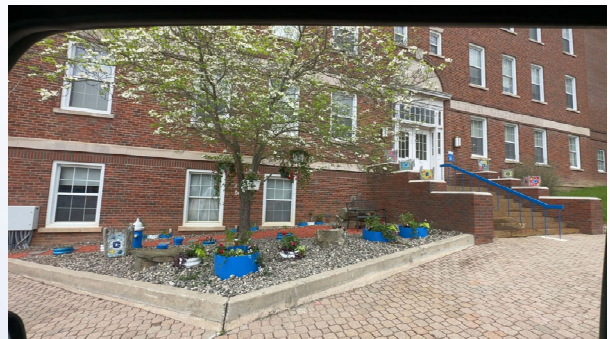




Fountain Improvements



New Flower Bed for Science Hall Garden





Ceramics Club Garden Decor



Campus Exterior & Interior Painting Continues



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

Scholarship Comparison

	FY 26	FY 25	FY 24	FY 23	FY 22
Scholarships	917	865	698	574	534
Students	444	400	408	343	352
Tuition Discounts Offset	\$708,570	\$592,752	\$493,792	\$394,636	\$300,000
Total Awarded *4/10/2026	\$1,084,135	\$1,005,758	\$907,777	\$737,006	\$678,993

Foundation Staff Updates:

- New Board Member – Mike Rust
- Continuous Onboarding – CASE
- Monthly Scholarship Releases
- More focus on Alumni Research

Governmental Affairs Updates:

- I. Legislative Session: Jan. 14 – March 14
 - 15 Days at the Capitol
 - Appropriation increase \$637,034 (8.39%)
 - Funding Formula, with inflation, PEIA, 3% Raises
 - \$5 Million towards Health Sciences Expansion
- II. February 10 - GSU Day at the Capitol
 - Legislative Reception
 - Alumni, Faculty, Staff, & Students
- III. WV Rural Health Transformation (RHT)
 - 200 Million for five years



GLENVILLE
STATE UNIVERSITY

Please join us for a special visit and announcement from

Governor Patrick Morrisey

Waco Center | Wednesday, April 22nd | 3:30pm

Other:



Celebrate West Virginia's Story, One Mural at a Time

- West Virginia launching first statewide
- **America250 Mural Project**
- Announced by Governor Morrisey (Nov. 2025)
- All **55 counties** will receive funding for original murals
- Murals will highlight **local heritage & national pride**
- Opportunity for **artists and community** Commissions
- Funds support **materials, artist fees**
- **\$5,000 grants** available for County **and project costs**



Upcoming Events:

- **Baseball Alumni Reunion** - Saturday, April 25, 2026 | 1:00 PM
- **Alumni Awards Banquet** – Saturday, April 25, 2026 | 5:00 PM
- **50 Year Graduate Recognition** - Class of 1976 – Friday, May 8, 2026 & Saturday, May 9, 2026
- **Curtis Elam Athletic Hall of Fame Banquet & Induction Ceremony** (2025 Induction Class)
- Saturday, May 16, 2026 | 5:00 PM, Mollohan Campus Community Center Ballroom
- **Retired Employee Luncheon**
- Tuesday, May 19, 2026 | 12:00 PM, Mollohan Campus Community Center Ballroom
- **GSU Night at GoMart Ballpark**
- Saturday, June 13, 2026 | 5:30 PM, GoMart Ballpark (601 Morris St, Charleston, WV 25301)
- **West Virginia State Folk Festival** – Thursday, June 18, 2026 - Sunday, June 21, 2026
- **Homecoming** – Saturday, October 24, 2026

Marketing Updates:

MARKETING UPDATE

- Social Media
 - Facebook: 10,520 Followers / 201,606 views in March
 - Instagram: 4,895 Followers / 120,200 views in March
 - TikTok: 1,500 Followers / 3,900 views in March
- Department Meetings
 - As of March we have established monthly meetings with Business, Education, Health Sciences, Land Resources, Language & Literature, and Social Sciences
 - Established bi-weekly Admissions meetings

GLENVILLE STATE UNIVERSITY

MEDIA PARTNER HIGHLIGHTS



- Digital Display
 - 83,292 Impressions
 - 1,043 Engagements
- Streaming TV (CTV/OTT)
 - 97,210 Impressions
 - 11,501 Unique Households
- Streaming Audio
 - 27,038 Impressions
- Social Media
 - 154,018 Impressions
 - 3,006 Clicks



- Digital Display
 - 112,620 Impressions
 - 201 Clicks
- Local TV Station Video
 - 62,650 Impressions
 - 111 Clicks



- Google Display
 - 492,000 Impressions
 - 1,397 Clicks
- Google Search Key
 - 2,347 Impressions
 - 115 Clicks

GLENVILLE STATE UNIVERSITY

PROJECT SPOTLIGHT

- Online Program Promotions
 - Shot and distributed new 30 second spot focused on online programs (associates, undergrad, graduate programs)
 - New billboard art up on I-79 North
 - Updated advertisements across all platforms promoting online programs



GLENVILLE STATE UNIVERSITY

DEPARTMENT HIGHLIGHT

- Health Sciences Community Health Testing
 - Social Media Video Promotions
 - Print Advertisements
 - WBOY 304 Today Segment airing Thursday, 4/23
- Health Science Undergrad focus through May
 - Streaming TV, SM, Print Ads
 - Alumni Testimonials



GLENVILLE STATE UNIVERSITY

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

Report for Board of Governors

Admissions and Recruitment

4/8/26-Applications

Undergrad

FA25 969 FA26 915 minus fraud apps (3 denied applications)

Outcomes

Students who have signed intent to register fall 2026 **70**

Pioneer Support is currently building mock schedules

Students who have seen their admissions decision letter **115**

Financial Aid is currently emailing each of these students their estimate from Outcomes

Our 1st Outcomes event went live 4/8/26 for our VIP Early Registration Days. Students will see the event in their Student Portal and invitations are going out.

International:

Undergraduate

In progress – 5

Review – 58

Pre-Registration 5

Graduate

In Progress – 19

Department Review - 2

Events

Spring Open House currently has 52 students signed up.

New Hire

We just hired Isaac Hamrick one of our volunteer track coaches and he should start April 20th Admissions will be fully staffed.

New applications for Summer 26 - 3

New applications for Fall 26 - 11(This will change soon - I have about 5 current GSU students who started their grad applications but haven't completed them yet)

US Citizens

GradCas Interest for Summer 26 - 2

GradCas Interest for Fall 26 - 24

BusinessCas Interest for Summer 26 - 4

Business Cas Interest for Fall 26 - 10

Non-Citizen

BusinessCas Interest for Summer 26 - 4

BusinessCas Interest for Fall 26 - 26

Citizenship section blank

BusinessCas Interest for Summer 26 - 11

BusinessCas Interest for Fall 26 - 28

Currently 68 students enrolled this Spring

Student Affairs

Student Life

- GSU Week: Monday, April 20 - Saturday, April 25
- Increasing efforts to reduce student barriers
- Updated off-campus housing policy
- Assigning residence hall rooms earlier
- Allowing students to move-in at orientations
- Pioneer Preview New Student Orientation
 - Thursday, June 18
 - Friday, July 31
 - Saturday, August 1
 - Monday, August 3
 - Friday, August 7
 - Saturday, August 8
- Welcome Week: Monday, August 10 - Sunday, August 16
- Student Life Banquet & Awards: Wednesday, May 6
- WV Student Leadership Conference: Wednesday, May 20 - Friday, May 22

Residence Life

- Housing application opens: May 25 at 8AM
- Furniture updates to Pioneer Village
- Pickens Hall - transitioning to graduate housing only

Esports

- Hosting the WV State High School Esports Championship: Friday, April 24

PIONEER SUPPORT CENTER

- Focused on communication to students to see their advisor for registration last week and this week. At the end of next week, PSC will begin registering students and get our first look at fall-to-fall retention numbers.
- This week is career week, which includes a resume workshop, a mocktail networking event, and is capped off with the Career Fair. We have 73 external exhibitors signed up for the event and are expecting a great crowd. (see attached flyer)

Academic Affairs

22 April 2026

Mari L. Clements, PhD

GLENVILLE STATE UNIVERSITY

University Organization Update
University Calendar Update
MA Clinical Psychology Update
Nursing Update
HB 25-3024 (60 + 60) Update
Fall 2025 Grades
Strategic Plan

GLENVILLE STATE UNIVERSITY



2026-27 University Organization

- No changes to most departments: will retain 9 academic units
 - Faculty preference
- Department of Business will become the College of Business
 - Business faculty request
 - Marketing advantages (and accompanying minor rebranding expenses)
 - No dean
 - No change to chair stipend



University Calendar

- No changes
 - Faculty and staff preference



Master of Arts in Clinical Psychology

- Approved by HEPC 1 April 2026
 - Formal approval letter received 13 April 2026
- Submitted for review at HLC 14 April 2026
- Options for their review
 - Desk Review (3 months, on average)
 - Panel Review (6 months, on average)
 - Inclusion in our September site visit or a standalone site visit



Associate Degree in Nursing

- Submitted to HEPC 5 January 2026
 - No action by HEPC as yet
 - Formal support from Pierpont CTC and Fairmont State
 - Initial opposition from New River CTC
- \$5M for Nursing (and Health Sciences) in approved state budget



HB 25-3024 (60 + 60)

- Intentions
 - To ensure college credit for Dual Credit/Dual Enrollment
 - To facilitate transfers from 2-year to 4-year institutions
- Important dates
 - Passed 30 April 2025
 - Effective date 9 July 2025
 - Implementation date not included
- Caveats
 - HEPC to figure out and implement
 - Not all CTC degrees have to be approved for transfer



HB 25-3024 Key Provisions

- No more than 60 additional hours to a bachelor's degree
- General Education Requirements
 - To be considered complete
 - No AA, AS, AAS has 30 hours Gen Ed
 - AAS have ~15 hours
 - Most CTC-awarded degrees are AAS
 - HLC not interested in reducing Gen Ed requirements for BA/BS below 30
 - HLC has no definition for BAS
- Major Requirements
 - Lower division (100- and 200-level) course in the major to be considered complete
 - But Calculus is MATH 202
 - 293s in English and Psychology



HB 25-3024 Work

- Statewide committees
 - General Education Transfer
 - Associate Degree Transfer Guarantees
 - Articulation and Applicability of Dual Enrollment/Dual Credit Programs
 - Prior Learning Assessment and Competency-Based Education
 - 60+60 Degree Pathways for “In Demand” Fields
 - Development of a Transfer Student Appeals Process
- GSU Taskforce
 - Membership across across academic units
 - Comparison of degree programs



Grades Fall 2025, part 1

- Online education advantages
 - Allows us to reach a much broader audience
 - Allows flexibility in scheduling for students (and faculty)
 - Cost savings for students in transportation and housing
 - Greater ability to pursue employment
- Online education concerns
 - Some things harder to teach online (e.g., timber harvesting, dissections)
 - Requires more self-discipline and motivation from the student
 - May be easier to cheat



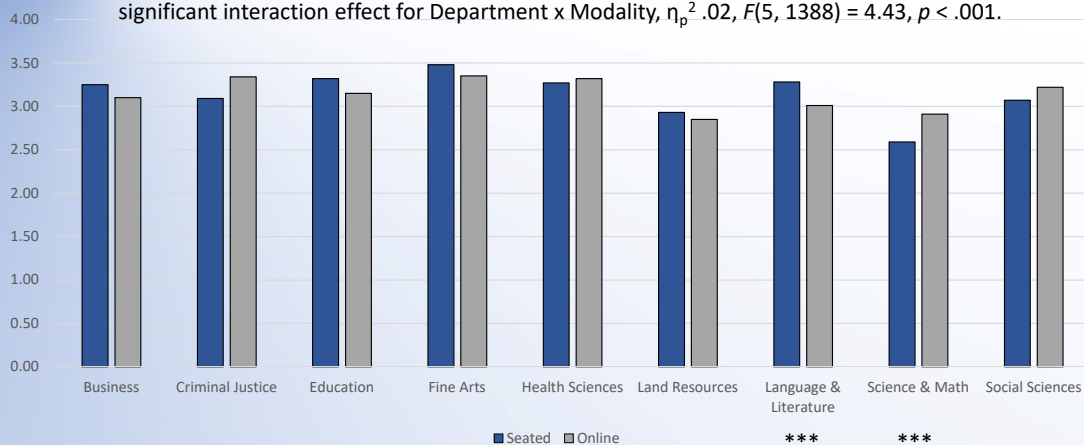
Grades Fall 2025, part 2

- Requests from Language & Literature, Science & Math, and Social Sciences to limit online enrollment due to concerns about student learning
- Analyses of fall grades undertaken to see if these concerns were merited
 - Replication of analyses done in 2021 with Fall 2025 data
 - The effect of modality (seated versus online) differed by department and also division (100- and 200-level courses vs. 300- and 400-level courses)
 - Raw grades, percentages of negative grades, and withdrawal rates all analyzed



Lower Division Grades by Department and Modality

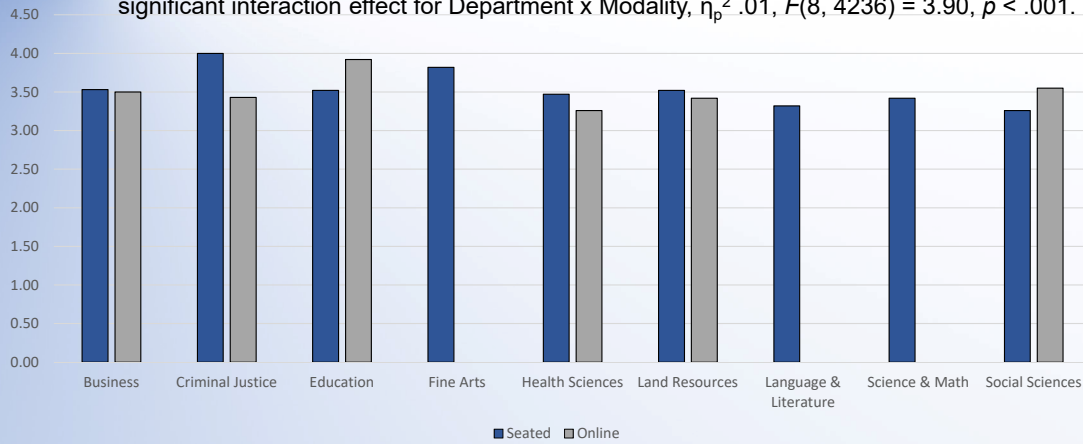
Significant main effect for Department, $\eta_p^2 .03$, $F(8, 1388) = 5.62$, $p < .001$ and significant interaction effect for Department x Modality, $\eta_p^2 .02$, $F(5, 1388) = 4.43$, $p < .001$.





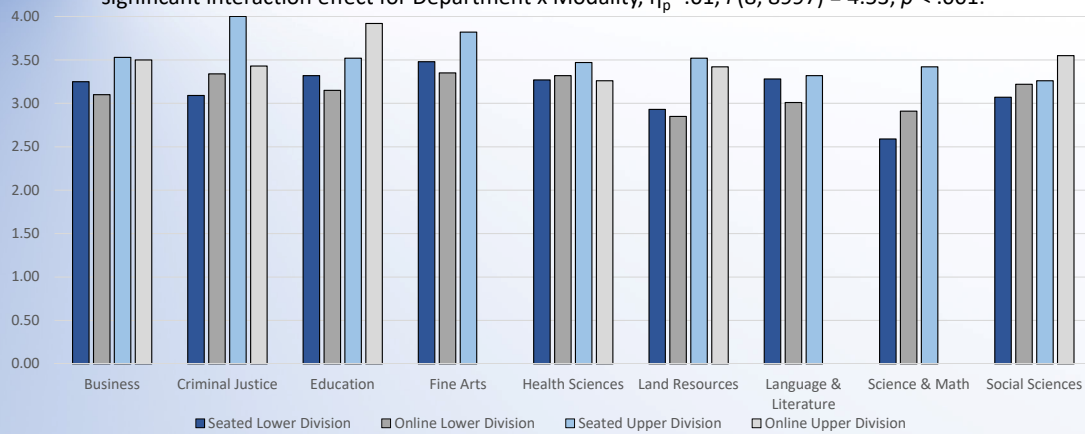
Upper Division Grades by Department and Modality

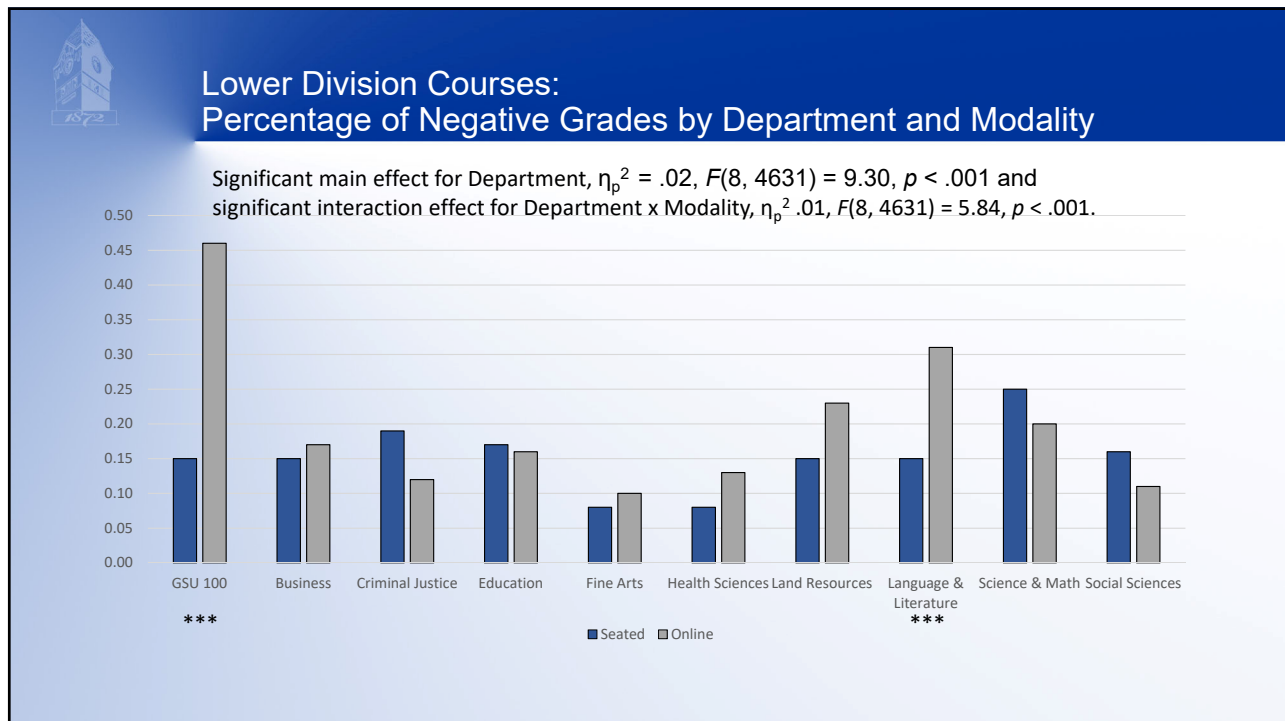
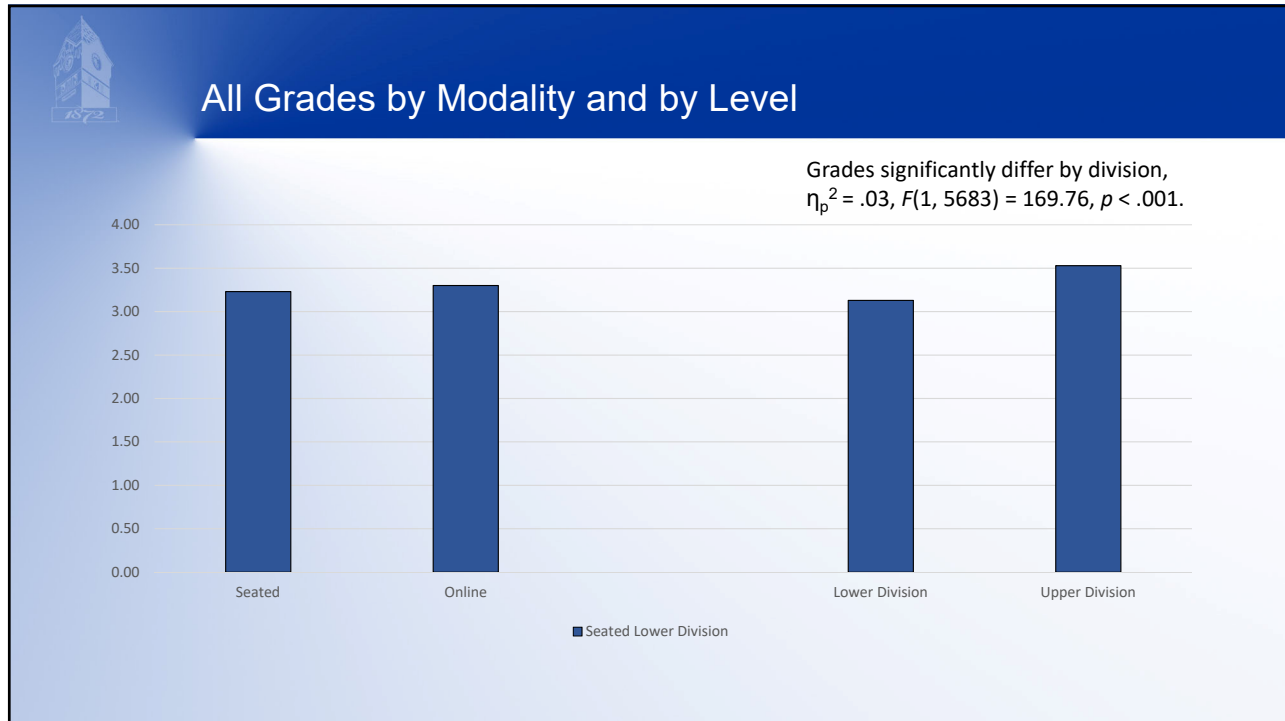
Significant main effect for Department, $\eta_p^2 .02$, $F(8, 4236) = 12.34$, $p < .001$ and significant interaction effect for Department x Modality, $\eta_p^2 .01$, $F(8, 4236) = 3.90$, $p < .001$.



All Grades by Department and Modality

Significant main effect for Department, $\eta_p^2 .03$, $F(8, 5997) = 20.94$, $p < .001$ and significant interaction effect for Department x Modality, $\eta_p^2 .01$, $F(8, 8997) = 4.53$, $p < .001$.

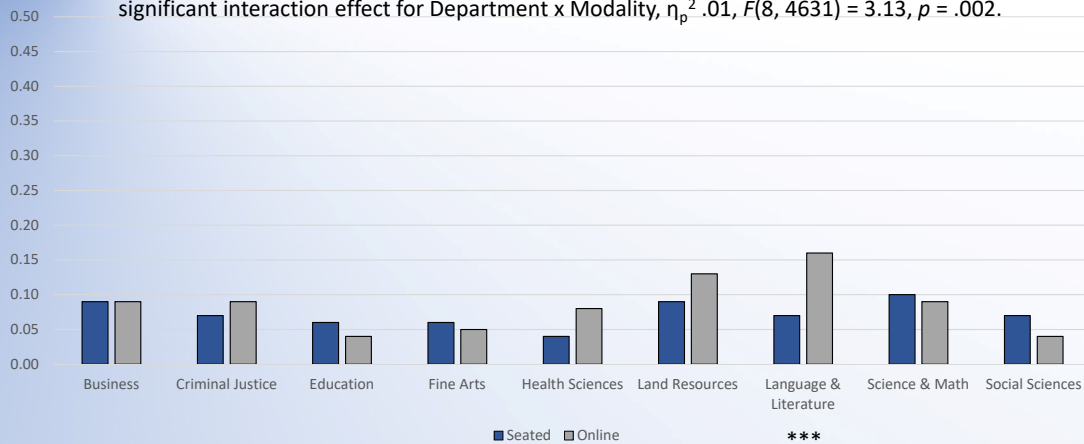






Lower Division Courses: Percentage of Withdrawals by Department and Modality

Significant main effect for Department, $\eta_p^2 .01$, $F(8, 4631) = 4.24$, $p < .001$ and significant interaction effect for Department x Modality, $\eta_p^2 .01$, $F(8, 4631) = 3.13$, $p = .002$.



Strategic Plan Update

- Reminders
 - Mission reaffirmed
 - Vision circulated for comment
 - Bottom-up with top-down vision
- Updating now and over the summer
 - Working with PR & Marketing on design of the strategic plan document
 - Will include overall university strategic plan and individual plans
 - Will roll out fall 2026

Finance & Administration

*Board of Governors Committee Meeting
April 22nd, 2026*



Accounts Receivable Aging

Accounts Receivable With Ratios								
Semester	Charges	Credits	Difference	Refunds	Ratio	Difference from Prior Year	Adjusted for Refunds	New Difference
Spring 2026	\$ 8,660,991.34	\$ (7,694,244.88)	\$966,746.46	\$568,190.01	11%	\$ (980,559.30)	\$ 415,953.05	\$ (564,606.25)
Fall 2025	\$ 9,665,460.80	\$ (9,231,849.80)	\$433,611.00	\$546,935.64	4%	\$ (974,204.77)	\$ 445,998.81	\$ (528,205.96)
Summer 2025	\$ 769,584.26	\$ (681,515.35)	\$ 88,068.91	\$ 42,081.01	11%	\$ (33,186.99)	\$ (13,618.26)	\$ (46,805.25)
Spring 2025	\$ 9,641,550.64	\$ (9,429,493.33)	\$212,057.31	\$984,143.06	2%	\$ 724,225.32	\$ (270,025.44)	\$ 454,199.88
Fall 2024	\$10,639,665.57	\$ (10,264,492.83)	\$375,172.74	\$992,934.45	4%	\$ 396,611.17	\$ (93,325.71)	\$ 303,285.46
Summer 2024	\$ 802,771.25	\$ (738,369.99)	\$ 64,401.26	\$ 28,462.75	8%			
Spring 2024	\$ 8,917,325.32	\$ (8,697,437.71)	\$219,887.61	\$714,117.62	2%			
Fall 2023	\$10,243,054.40	\$ (9,882,747.64)	\$360,306.76	\$899,608.74	4%			

Timing of AR (Healthy) Fall/Spring	
Timing Point	Expected A/R Level
Start of term	25–35% (normal)
Census / Add-Drop ends	10–20%
End of semester	<5–8%
Post-term (60+ days)	<3–5%

Timing of AR (Healthy) Summer	
Timing Point	Expected A/R Level
Start of term	35–45% (normal)
Census / Add-Drop ends	20–30%
End of semester	<10–17%
Post-term (60+ days)	<5–10%



Cashflow Report

Glenville State University Cashflow Projection FY 2026		Actual Dec-25	Actual Jan-26	Actual Feb-26	Actual Mar-26	Projected Apr-26	Projected May-26	Projected Jun-26
FY 2025 Deposits (for reference only)		\$ 609,347	\$ 3,041,302	\$ 1,818,411	\$ 944,689	\$ 552,994	\$ 329,503	\$ 1,408,270
Beginning Cash	Fund #	\$ 1,759,423	\$ 3,795,554	\$ 1,469,463	\$ 635,508	\$ 864,253	\$ 1,276,986	\$ 2,340,430
Incoming:								
Appropriations (approx 50% of PR)	0363	250,000	1,897,963			1,347,963	275,000	
Current Cash deposits	4482	61,842	221,955	39,457	58,039	952,994	54,503	1,208,270
Education & General	4496	816,002	474,304	1,767,922	900,190			5,000,000
Auxiliary	4497	25,623	80,899	111,198	778,293			
Capital	4498		1,363,223			562,000	4,000,000	500,000
Gifts, Donations, State Grants	4499	3,548,722	931,691	579,211	2,318,659	1,400,000	1,120,000	500,000
Federal Grants	8770		129,415	222,922		118,545	200,000	
PAC Funds from Foundation						100,000		
Scholarship funds from Foundation		451,088			156,605	160,000		
DIMAPS Rental Income - HC					325,000			350,000
Available Cash		\$ 6,912,700	\$ 8,895,004	\$ 4,190,173	\$ 5,172,294	\$ 5,505,754	\$ 6,926,489	\$ 9,898,700
Outgoing:								
Payroll costs total		1,542,526	2,110,345	1,486,961	1,495,891	1,406,679	1,406,679	1,406,679
Card Payments		287,449	285,429	402,355	363,068	452,709	300,000	250,000
Barnes & Noble Bookstore Services			\$ 3,917	386,974			400,000	
Aramark Services		564,670	37,711	259,987	284,245	214,958	214,958	214,958
Utilities		154,816	160,365	90,234	90,683	100,830	140,830	120,830
Cash Disbursement/Operating expenses		151,184	317,565	54,803	77,833	50,000	120,000	120,000
Debt service & Capital Assessments		360,499	203,592	203,592	277,429	203,592	203,592	203,592
Deferred Maintenance Expenditures		2,171	991,599	101,229	40,482	500,000	800,000	500,000
Health/Wellness Grant			3,313,558	551,531	1,678,410	1,300,000	1,000,000	500,000
Cash used		3,117,146	7,425,541	3,554,665	4,308,042	4,228,758	4,586,059	3,316,059
Ending Cash		\$ 3,795,554	\$ 1,469,463	\$ 635,508	\$ 864,253	\$ 1,276,986	\$ 2,340,430	\$ 6,992,641
Remaining State Funds Included in Bal.		\$ 56,187	\$ 663,358	\$ 113,358	\$ 33,761	\$ 831,724	\$ 556,724	\$ 0
Remaining HEPC Ed Grant in Bal.		\$ 485,879	\$ 485,879	\$ 485,879	\$ 485,879	\$ 485,879	\$ 485,879	\$ 485,879
Remaining Deferred Maintenance in Bal.		\$ (869,551)	\$ (497,927)	\$ (599,157)	\$ (639,639)	\$ 9,379	\$ 1,289,379	\$ 1,289,379
Remaining Balance of unrestricted funds		\$ 1,561,416	\$ 1,014,761	\$ 1,378,038	\$ 1,065,951	\$ 30,884	\$ 102,247	\$ 4,968,182



HLC Institutional Update Financial

Public CFI - Excluding GASB

Last Updated: 4/1/2026 12:26:00 PM

Status: ✔ Completed

	2026	2025	2024	2023
Total Composite Financial Indicator Score	3.80	3.62	2.93	-0.77

Public CFI - Audited Financials (Including GASB)

Last Updated: 4/1/2026 12:31:00 PM

Status: ✔ Completed

	2026	2025	2024	2023
Total Composite Financial Indicator Score	3.83	3.19	2.67	-1.25



Institutional Update Financial Payroll and Benefits

Compensation Trends Summary (FY 2023–2025)

Glenville State University – Board of Governors

1. Payroll & Benefits as a Share of Total Expenses

Fiscal Year	Payroll + Benefits	Total Expenses	% of Total
FY 2025	\$18.60M	\$37.44M	49.70%
FY 2024	\$15.09M	\$32.30M	46.70%
FY 2023	\$13.41M	\$32.47M	41.30%

2. Benefits Growth Trend

Fiscal Year	Benefits Expense	% Increase
FY 2023 → 2024	\$1.57M → \$2.33M	48.40%
FY 2024 → 2025	\$2.33M → \$3.52M	51.00%
2-Year Growth	\$1.57M → \$3.52M	124%

3. Benefits as a Percentage of Payroll

Fiscal Year	Benefits % of Payro
FY 2025	23.31%
FY 2024	18.26%
FY 2023	13.26%

- **Public higher education norm: 60%–70%**
- **Most regional public institutions: ~65%**
- **Sustained >70%:** generally viewed as a **warning zone** unless supported by enrollment or appropriation growth

• **Despite the norm GSU's, "steps need to be taken" is 50%.**

- **Smaller Institution**
- **GSU has significant bond debt**
 - **See HLC Debt to Revenue Ratio**
- **Attempting to grow the institution and programs**
 - **Capital is needed for these initiatives**
 - **50 to 55% is the goal for growth initiatives**



Trial Balance & Financial Reporting

- **Solution Identified for Trial Balance**
 - **CLA** – Financial Data Integration & Automation
 - (Phase 1)
 - **Firm 2**
 - (Phase 2)



Financial Data Reporting/IT

- **New Procurement System – Percoro**
- **New Student Billing System – Paymytution**
- **Adaptive Security**
- **Constitiwo**
- **WinWon**
- **Liason**



FY27 and Beyond Tuition and Fees

FY27 Increase as a result based upon FY26 actual numbers is:

\$1,147,300



Deferred Maintenance

- **DM Funding**
 - **Second phase funding available.**
 - **Continuing Projects**
 - **All projects have to be completed by December 31st, 2026**



UPDATES

- **FY27 BUDGET** *(Action item at May 8th Board Meeting)*
- **FY27 PAY RAISES** *(Action item at May 8th Board Meeting)*
- **PAY ANALYSIS ONGOING** *(WAGE COMPRESSION)*
- **CAMPUS BEAUTIFICATION**

Submitted by: *Jesse Skiles, Director of Athletics*

Providing a comprehensive update on Pioneer Spring Sports for the Board.

- An overview of the Acrobatics & Tumbling season, including a review of the MEC Championships and NCATA Nationals.
- A current update on the Softball season, including their standing leading into the MEC Tournament.
- A current update on the Baseball season, including their standing leading into the MEC Tournament.
- An overview of the Track & Field Championships, highlighting top individual performances.
- An overview of the Boxing teams' National Tournament performances, highlighting our two National Champions.
- Providing an update of each Golf program and their spring seasons. This will include an update of the Men's team and their NCAA Regional run.

****Providing an update on personnel updates within the department in FY26.**

- An update on the football program with new head coach Jake Casteel.
- An update on the volleyball program with new head coach Kris Kern.
- An update on coaching searches with the volleyball and golf programs.

****Providing an update on terms the Athletic Department contribution in terms of Enrollment Management.**

- An update on FY Rosters as they stand.
- Stating overall department goals for the Fall of 2026.
- Speaking to the Net Revenue potential associated with the above stated goals.

****Looking ahead at the Fall Sport Schedules that have been made official.**

- Providing the working doc of full team schedules for the semester.
- Highlighting Home dates, including our Hall of Fame Weekend and the 2026 Homecoming.

****Highlighting key "Save the Date" events leading into the summer.**

- Providing details surrounding the Curtis Elam Hall of Fame ceremony on May 16.
- Presenting plans to move forward with the initiative to increase summer camps and youth events at GSU facilities.

**Glenville State University Board of Governors
Meeting of May 8, 2026**

ACTION ITEM: Program Reviews

COMMITTEE: Academic Affairs

RECOMMENDED RSOLUTION: Be it RESOLVED that the Board of Governors approves the Program Reviews and affirms continuation for the following programs: Associate of Science in Forestry and Bachelor of Arts in Early, Elementary, Secondary, Comprehensive, and Multi-Categorical Special Education.

STAFF MEMBER: Dr. Mari Clements

BACKGROUND:

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

Final Report Form

Pursuant to West Virginia Code §§18B-1-6 and 18B-4, Title 133, Series 10, *Policy Regarding Program Review and Planning*, dated July, 2022.

I. Institutional Information

Name of Institution: Glenville State University

II. Certification

We hereby certify that the Program Review Process has been completed in accordance with the above-referenced policy and that this report constitutes the actions taken by the governing board.

Ann Green, Chair, Governing Board

Date

III. Actions Taken

Program	Action Taken
AS in Forest Technology	Program to be continued at current level
Elementary Education (K-6)	Program to be continued at current level
Early Education (PreK-K)	Program to be continued at current level
Multi-Categorical Special Education (K-6)	Program to be continued at current level
English (5-9)	Program to be continued at current level
General Math – Algebra I (5-9)	Program to be continued at current level
General Science (5-9)	Program to be continued at current level
Social Studies (5-9)	Program to be continued at current level
English Education (5-Adult)	Program to be continued at current level
General Science Education (5-Adult)	Program to be continued at current level
Mathematics Education (5-Adult)	Program to be continued at current level
Social Studies Education (5-Adult)	Program to be continued at current level
Biology (9-Adult)	Program to be continued at current level
Chemistry (9-Adult)	Program to be continued at current level
Music Education (PreK-Adult)	Program to be continued at current level
Health and Physical Education (PreK-Adult)	Program to be continued at current level

IV. Observations/Recommendations

Program Information Form

Program Name: AS in Forest Technology

College/Department: Department of Land Resource

Author: Program content material sourced from self-study prepared by department faculty (Dr. Brian Perkins and Dr. Rico Gazal) for the Society of American Foresters

Submitter: Mari L. Clements, Provost

I. History and Development of the Program

The Associate of Science in Forest Technology program in the Department of Land Resources at Glenville State University accepted its first class during the 1968-1969 academic year. In July 1971, the Forest Technology program was granted recognition by the Society of American Foresters (SAF) and was continuously recognized until the transition from recognition to accreditation in 2009, at which time the program became a candidate for accreditation. The first accreditation self-study and site visit was in 2015. The program was granted accreditation on January 1, 2016. The program has one major, forest technology. The program has a long history of educating students in forest technology. The program has attained and maintained success by the dedication of faculty and staff over its 57-year history. The current faculty and staff are committed to ensuring that the high quality, rigorous program continues to live up to this tradition.

II. External Demand for the Program

Metrics	2021-22	2022-23	2023-24	2024-25	2025-26
Number of applicants	Not tracked	Not tracked	Not tracked	Not tracked	Not tracked
Acceptances	Not tracked	Not tracked	Not tracked	Not tracked	Not tracked
Yield rate	Not tracked	Not tracked	Not tracked	Not tracked	Not tracked
Headcount for fall	23	20	21	15	18

Measures	2021-22	2022-23	2023-24	2024-25	2025-26
Number of primary majors	22	16	19	14	16
Number of secondary majors	1	4	2	1	2
Number of minors	---	---	---	---	---

Enrollment in the program has been relatively stable over the past five years, with possibly a slight drop over this period and a partial rebound in 2025-26.

III. Internal Demand for the Program

Internal demand metrics	2021-22	2022-23	2023-24	2024-25	2024-25
Credits delivered to non-majors	FRST 109 FRST 216	FRST 109 FRST 216	FRST 109 FRST 216	FRST 109 FRST 216	FRST 109 FRST 216
Credits delivered to general education	0	0	0	0	0
Credits delivered by the minor	N/A	N/A	N/A	N/A	N/A

Two 1-credit courses, FRST 109 Dendrology II and FRST 216 Wood Identification, are required courses in both the AS in Land Surveying and the BS in Land Surveying and Mapping. All other forestry courses are required in only the AS in Forestry and the BS in Natural Resource Management Forest Technology. There are no upper division forestry courses.

IV. Quality of Program Inputs

The program is overseen by two tenured full professors with expertise in forestry education, Dr. Rico Gazal and Dr. Brian Perkins. The program chair, Dr. Perkins, collaborates with faculty and external stakeholders to ensure alignment with industry standards and accreditation requirements. He regularly participates in seminars and trainings such as ArcGIS Pro/ArcPro, WV Woodland Stewards, prescribed fire seminars, invasive species and vegetation management training, forest health/decline and disease sessions, wetland delineation training, and WV Division of Forestry and American Chestnut Foundation events. He serves on the West Virginia Chapter of the American Chestnut Foundation board, and contributes to chestnut restoration projects, monitoring, and education, and WV Forestry Association activities. He has been involved in outreach including WV Forest Festival, tree planting projects with USACE and industry partners, K–12 forestry, WV Woodland Stewards seminars, and natural resource career presentations.

Dr. Gazal was GSU Faculty Award of Excellence recipient in 2025 and a 2026 finalist for the WV Faculty Merit Foundation faculty member of the year. He holds WV Professional Forester license (since 2006) and completes 10–20 hours of forestry CE annually. He participates in workshops on log grading, Cruise Control, and grant writing, and meetings such as the SAF WV Chapter Meetings, Central Hardwood Conference and WV forest health forums. He maintains an active grant-supported research program, serving as PI/co-PI on more than \$230,000 in externally funded projects, including NASA Space Grant, NSF, USDA, WV HEPC, EQT Foundation, Dominion Energy, Weyerhaeuser, and ARC POWER awards.

Mr. Jonah Siminski, lab assistant for the program, is a graduate of the program. Administrative assistant Mrs. Roberta Radcliff splits her time between the Departments of Education and of Land Resources. She provides budgeting, purchasing, notetaking, and fundraising assistance.

The program maintains an array of equipment sufficient to the needs of the program.

V. Quality of Program Outputs

Metrics	2021-22	2022-23	2023-24	2024-25	2024-25
Retention rate (1 st to 2 nd year)	73%	78%	71%	80%	100%
Placement rate	100%	100%	80%	88%	60%

Placement metrics	2021-22	2022-23	2023-24	2024-25	2024-25
Total graduates from program	10	4	5	8	5
Placed in job related to major	10	4	4	7	3
Placed in graduate school	---	---	---	---	---
Placed in job outside of the major	---	---	---	1	2
Unknown placement	---	---	1	---	---

Five students are expected to graduate from the program in each of the next five years.

- VI. Size, Scope, and Productivity of Program (max 300 words)
 - How many clients (internal/external) served
 - Range and depth of services provided
 - Productivity (e.g., faculty/student ratios)
 - Outlook for future productivity

- VII. Revenue and Other Resources Generated by the Program (max 200 words)

Departmental Unrestricted Revenue		
Source/Type	Base Budget	Notes
Tuition	\$104,430	Actual charges 2025-26 for FRST courses
Grants	5,000	EQT, awarded 2024, total award \$20,000
Total	\$109,430	

Departmental Restricted Revenue		
Source/Type	Base Budget	Notes
Grants	\$7,000	HEPC and GSU Foundation for international partnerships and travel
Total	\$7,000	

- VIII. Costs and Other Expenses Associated with the Program

Position Category/Description	FTEs	Major Functions
Core faculty	2.00	Teaching, student advisement, program and curriculum design
Affiliated faculty	0.54	Teaching in program
Staff	1.50	Administrative support, lab support
Administration	0.10	Departmental oversight

Direct Budgeted Costs		
Expense revenue object	Amount	FTEs
Core faculty	144,693	2.0
Other academic	91,235	2.14
All other positions	0	0
GTAs	0	0

Benefits	70,778	---
Total Personnel	306,706	4.14
Operating—Departmental	42,000	
Travel	Not separated	
Equipment > \$5K (include software)	Not separated	
Professional accreditation	\$1,500	
Net base budget	\$350,206	

Note that the operating budget is allocated for the department, not solely the program. The department operates below its allocated budget, which deliberately includes sufficient funds to be able to respond to equipment failures and other unexpected expenditures.

IX. Impact, Justification, and Overall Essentiality of the Program

Outside educational programs, the AS in Forest Technology is currently the university’s only externally accredited program. Its first-year retention rates exceed university averages, and graduates are typically successful in obtaining employment in their field.

X. Opportunity Analysis of the Program

Course rotations should be carefully examined and modified, if possible, to ensure robust learning communities within each course. Marketing efforts could be employed to increase enrollment.

The table below shows duplicated headcounts due to program degree structures. For the purposes of this table, the Elementary Education major is considered primary, and its accompanying major (e.g., Early Education, Multi-categorical Special Education, or a specific content area) is considered secondary. No Education program is available as a minor.

Measures	2021-22	2022-23	2023-24	2024-25	2025-26
Number of primary majors	160	146	136	132	103
Number of secondary majors	80	73	67	74	57
Number of minors	0	0	0	0	0

III. Internal Demand for the Program

Internal demand metrics	2021-22	2022-23	2023-24	2024-25	2024-25
Credits delivered to non-majors	0	0	0	0	0
Credits delivered to general education	PED 201	PED 201	0	0	0
Credits delivered by the minor	N/A	N/A	N/A	N/A	N/A

IV. Quality of Program Inputs

Education programming is delivered by both faculty assigned to the Education Department ($n = 6$) and content faculty from the Departments of Science and Math, of Language and Literature, and of Social Sciences as well as from the College of Health Sciences ($n = 6$). Most (75%) faculty hold doctoral degrees (EdD or PhD), and the remainder hold master's degrees. All faculty have public school teaching experience.

The program is overseen by Dean Connie Stout O'Dell, who is well respected by her peers and recognized for her expertise, receiving the Outstanding Member Award from the Southern Early Childhood Association. Other faculty members have presented at professional conferences and/or published peer-reviewed articles.

V. Quality of Program Outputs

Metrics	Spring 2022	Fall 2022	Spring 2023	Fall 2023
Graduation rate	79%	56%	94%	75%
Graduation rate	79%	56%	94%	75%
Licensure rate	100%	100%	100%	100%

All graduates of education programs meet criteria for recommendation to the West Virginia Department of Education for licensure in the state.

Graduates	2021-22	2022-23	2023-24	2024-25	2024-25
Elementary (K-6)	8	11	9	10	6
Early (PreK-K) Education	5	5	3	8	
Multi-categorical Special Ed	3	4	3	1	1
General Math	1		2		
General Science		2	2		
Social Studies					
English				1	
English (5-Adult)	1	1	1	3	1
General Science (5-Adult)	1				
Mathematics (5-Adult)			2	4	2
Social Studies (5-Adult)	2		2	4	3
Biology (9-Adult)					
Chemistry (9-Adult)					
Health/PE (PreK-Adult)	1	2	1	2	
Music (PreK-Adult)	4	3	3	4	1

VI. Size, Scope, and Productivity of Program

The table below shows current and projected needs in local service area for teachers in specific programs.

Program	Current vacancies	Projected needs		
		1 year	3 years	5 years
Elementary (K-6) and Early (PreK-K) Education	5	4	11	12
Elementary (K-6) and Multi-categorical Special Ed	7	6	9	9
Elementary (K-6) and General Math	2	2	5	6
Elementary (K-6) and General Science	0	0	4	4
Elementary (K-6) and Social Studies	1	2	4	3
Elementary (K-6) and English	1	1	3	3
English (5-Adult)	1	2	4	3
General Science (5-Adult)	0	1	3	4
Mathematics (5-Adult)	1	2	4	5
Social Studies (5-Adult)	1	2	5	5
Biology (9-Adult)	0	0	2	2
Chemistry (9-Adult)	0	0	2	2
Health and Physical Education (PreK-Adult)	0	2	1	1
Music (PreK-Adult)	1	1	0	1
Autism coursework for certificate	4	5	7	6

VII. Revenue and Other Resources Generated by the Program

Departmental Unrestricted Revenue		
Source/Type	Base Budget	Notes
Tuition	\$463,809	Education, Special Education, and Reading courses only
Grants	\$9,500	No-cost extension of competitive grant
Total	\$474,302	

VIII. Costs and Other Expenses Associated with the Program (max 300 words)

Position Category/Description	FTEs	Major Functions
Faculty	7.91	Program and curriculum design, advising, observation
Staff	0.75	Record keeping, budget assistance, ordering
Administration	1.0	Program oversight

Direct Budgeted Costs		
Expense revenue object	Amount	FTEs
Faculty	\$472,218	7.91
Other academic	\$91,000	1.0
All other positions	\$29,676	0.75
GTAs	\$8,000	0.50
Benefits	\$177,868	
Total Personnel	\$778,762	
Operating	\$78,000	
Travel	Not separated	
Equipment > \$5K (include software)	\$25,000	
Professional accreditation	\$13,500	
Net base budget	\$895,262	

The Education Department operates within its allotted budget.

IX. Impact, Justification, and Overall Essentiality of the Program

Recent surveys of employers provide evidence for the effectiveness of the program. Employers rated program completers as having positive performance aligned with professional norms, compared to their peers. Program completers were seen to be performing similarly to professional peers, with only one completer rated below the mid-point on only one item.

The need for teachers in West Virginia bears evidence to the importance of the program. For instance, a Math Education alum of the program recently took a position in a county that had not had a certified math teacher in a number of years.

For over 150 years, teacher education has been a principal focus of Glenville State University. Although programs in Business, Health Sciences, Social Science, Science and Math, Criminal Justice, Language

and Literature, Fine Arts, and Land Resources have joined Education, the importance of training teachers to serve West Virginia and beyond remains unabated.

X. Opportunity Analysis of the Program

Enrollment in education majors has declined over the past five years. As the numbers of young people in the state decline, schools have closed and the numbers of teachers needed will also contract. Reflection on the number of majors offered may be necessary and changes to course rotations will need to be negotiated with the state to ensure robust learning communities within classes.

**Glenville State University Board of Governors
Meeting of May 8, 2026**

ACTION ITEM: GSU Budget for FY27

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the Budget for FY27 as proposed.

STAFF MEMBER: Mr. Tim Henline, CFO

BACKGROUND:

The University is required to submit the annual operating and capital budgets to the Glenville State University Board of Governors for their approval on an annual basis in compliance with section 6.7 of the Board by-laws.

Note: FY27 Budget is included in the Business and Finance Update within this packet.

Finance & Administration

Board of Governors Meeting

May 8th, 2026

GLENVILLE STATE UNIVERSITY



FY26 Actuals and FY27 Budget

FY26 Budget and Actuals and Projected FY27 Budget Glenville State University

Diff from Actuals and Budget

	FY26 BUDGET			FY27 BUDGET		
	Prior Budget	Actual*	Difference	Income Statement Projected	FY27 Budget	Difference From FY26
Beginning of FY Cash Balance	\$ 1,592,032	\$ 1,592,032	\$ -		\$ 1,586,001.87	\$ (6,030.13)
REVENUES						
State Appropriation	\$ 7,591,844	\$ 7,591,844	\$ -	\$ 8,228,878	\$ 8,228,878	\$ 637,034
Net on-campus student revenue	\$ 17,214,411	\$ 14,887,499	\$ (2,326,912)	\$ 17,852,153.00	\$ 17,228,202	\$ 2,340,703
ProgramTuition	\$ 9,824,412	\$ 9,244,886	\$ (579,526)	\$ 9,994,123.00	\$ 9,677,465	\$ 432,579
Dual Pathway	\$ 100,000	\$ 100,000	\$ -	\$ 100,000.00	\$ 100,000	\$ -
Housing revenue	\$ 4,202,248	\$ 3,964,536	\$ (237,712)	\$ 4,379,544.00	\$ 4,141,832	\$ 177,296
Food revenue	\$ 3,185,395	\$ 2,959,277	\$ (226,118)	\$ 3,422,137.00	\$ 3,436,111	\$ 476,834
Textbooks revenue	\$ 932,956	\$ 904,122	\$ (28,834)	\$ 986,949.00	\$ 958,115	\$ 53,993
Student & Course Fees	\$ 969,400	\$ 914,679	\$ (54,721)	\$ 969,400.00	\$ 914,679	\$ -
Less: Institutional Discounts	\$ (2,000,000)	\$ (3,200,000)	\$ (1,200,000)	\$ (2,000,000.00)	\$ (2,000,000)	\$ 1,200,000
Subtotal Revenue-Other College activities	\$ 35,109,785	\$ 24,603,879	\$ (10,505,906)	\$ 21,555,633.00	\$ 21,530,633	\$ (3,073,246)
Off-campus program revenue, net			\$ -	\$ -		\$ -
Other revenue	\$ 1,641,000	\$ 1,600,000	\$ (41,000)	\$ 2,144,633.00	\$ 2,119,633	\$ 519,633
Payments Received on Prior Period AR			\$ -			\$ -
Grants	\$ 3,718,785	\$ 1,519,582	\$ (2,199,203)	\$ 2,911,000.00	\$ 2,911,000	\$ 1,391,418
Deferred Maintenance	\$ 8,750,000	\$ 7,074,273	\$ (1,675,728)	\$ 2,500,000.00	\$ 2,500,000	\$ (4,574,273)
Captial Projects	\$ 21,000,000	\$ 14,410,025	\$ (6,589,975)	\$ 9,000,000.00	\$ 9,000,000	\$ (5,410,025)
Special Nursing Funding (Capital Project)				\$ 4,000,000.00	\$ 4,000,000	\$ 4,000,000
Special Nursing Funding (Payroll)				\$ 1,000,000.00	\$ 1,000,000	\$ 1,000,000
Total Revenue, incl. State approp	\$ 59,916,040	\$ 47,083,222	\$ (12,832,818)	\$ 47,636,664.00	\$ 46,987,712.88	\$ (95,509)



FY26 Actuals and FY27 Budget

* Non payroll
Food
Utilities
as of 2/28/2026

* Payroll
As of 3/20/26
Paycheck

FY26 Legend	
Actuals that need adjusted	
Based upon prior budget	
Difference	
Projected to end of year	

FY27 Legend	
Projected	
Waiting on numbers	

EXPENSES	Diff from Actuals and Budget					
	Prior Budget	Actual*	Difference	Income Statement Projected	FY27 Budget	Difference From FY26
Payroll and Benefits	\$ 16,449,898	\$ 12,907,359	\$ (3,542,539)	\$ 17,341,013.00	\$ 17,341,013	\$ 891,115
Payroll	\$ 11,872,552	\$ 9,578,520	\$ (2,294,032)	\$ 12,678,450.00	\$ 12,678,450	\$ 805,898
Benefits	\$ 3,561,756	\$ 2,880,581	\$ (681,175)	\$ 3,840,774.00	\$ 3,840,774	\$ 279,018
NEW FACULTY/POSITIONS NOT FILLED	\$ 375,720		\$ (375,720)	\$ -	\$ -	\$ (375,720)
Part-time and Stipends	\$ 1,545,120	\$ 1,178,507	\$ (366,613)	\$ 1,659,789.00	\$ 1,659,789	\$ 114,669
Less: Payroll Reimbursed by Research/Housing	\$ (88,000)	\$ (88,000)	\$ -	\$ (88,000.00)	\$ (88,000)	\$ -
Less: Payroll Reimbursed by Foundation	\$ (342,250)	\$ (342,250)	\$ -	\$ (450,000.00)	\$ (450,000)	\$ (107,750)
Less: Institutional FICA Savings	\$ (175,000)	\$ -	\$ 175,000			\$ -
Less: Standard Payroll Adjustments	\$ (300,000)	\$ (300,000)	\$ -	\$ (300,000.00)	\$ (300,000)	\$ -
Total Operating Costs	\$ 8,450,500	\$ 7,237,997	\$ (1,212,503)	\$ 8,232,000.00	\$ 8,232,000	\$ (218,500)
Non-payroll	\$ 3,500,000	\$ 3,208,393	\$ (291,607)	\$ 3,208,000.00	\$ 3,208,000	\$ (292,000)
Food service Cost	\$ 2,579,500	\$ 2,931,412	\$ 351,912	\$ 2,900,000.00	\$ 2,900,000	\$ 320,500
Book Store Cost	\$ 721,000	\$ 399,286	\$ (321,714)	\$ 774,000.00	\$ 774,000	\$ 53,000
Utilities	\$ 1,350,000	\$ 698,906	\$ (651,094)	\$ 1,350,000.00	\$ 1,350,000	\$ -
Allowance for Doubtful Accounts			\$ -			\$ -
Accrued Accounts Receivable at Year End	\$ 400,000	\$ 100,000	\$ (300,000)	\$ 100,000.00	\$ 100,000	\$ (300,000)
Net Current Year vs Prior Year Accrued Expenses	\$ (100,000)	\$ (100,000)	\$ -	\$ (100,000.00)	\$ (100,000)	\$ -
Other College Activities	\$ 30,559,600	\$ 24,293,897	\$ (36,382)	\$ 18,684,600	\$ 18,684,600	\$ (11,875,000)
Capital Projects	\$ 19,000,000	\$ 14,410,025	\$ (4,589,975)	\$ 9,000,000.00	\$ 9,000,000	\$ (10,000,000)
Deferred Maintenance	\$ 8,750,000	\$ 7,074,273	\$ (1,675,728)	\$ 2,500,000.00	\$ 2,500,000	\$ (6,250,000)
Interest on debt-(Bonds and PNC)	\$ 1,654,600	\$ 1,654,600	\$ -	\$ 1,654,600.00	\$ 1,654,600	\$ -
Special Nursing Funding (Capital Project)				\$ 4,000,000.00	\$ 4,000,000	\$ 4,000,000
Special Nursing Funding (Payroll)				\$ 375,000.00	\$ 375,000	\$ 375,000
Principal on debt-(Bonds, PNC, Other)	\$ 1,155,000	\$ 1,155,000	\$ -	\$ 1,155,000.00	\$ 1,155,000	\$ -
Total Depreciation	\$ 2,650,000	\$ 2,650,000	\$ -	\$ 2,650,000.00	\$ 2,650,000	\$ -
Depreciation	\$ 2,650,000	\$ 2,650,000	\$ -	\$ 2,650,000.00	\$ 2,650,000	\$ -
Net expenses / costs:	\$ 58,109,998	\$ 47,089,252	\$ 18,184,254	\$ 46,907,613	\$ 46,907,613	\$ (11,202,385)
Net Revenue / (Loss)	\$ 1,806,042	\$ (6,030)	\$ (1,267,072)	\$ 729,051	\$ 80,100	\$ (1,725,942)
Net Ending Cash Balance	\$ 3,398,074	\$ 1,586,002	\$ 1,586,002	\$ 729,051	\$ 1,666,102	\$ 80,100

**Glennville State University Board of Governors
Meeting of May 8, 2026**

ACTION ITEM: GSU FY27 Pay Raise Proposal for Faculty and Staff

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the plan as submitted to distribute faculty/staff pay raises for FY27 as proposed.

STAFF MEMBER: Mr. Tim Henline, CFO

BACKGROUND:

The FY27 budget includes funding for salary increases consisting of a base adjustment of \$500 for all full-time employees employed prior to December 31, 2025. These increases will become effective July 1, 2026, for staff and August 10, 2026, for faculty.

In addition, to address salary compression and inversion, 40% of the total available raise funds will be allocated to targeted salary adjustments for affected employees. A committee has been established to identify eligible employees, with such adjustments effective July 1, 2026. Further, 10% of the available raise funds will be used for a one-time allocation to employees, as determined by the President and Cabinet.

To ensure timely implementation of these increases by July 1, 2026, the State Budget Office requires formal notification of the Board of Governors' approval. This notification should include the effective date(s), the amount of the increase, and eligibility criteria, and may be provided via memo, letter, or excerpt of the approved Board minutes.

**Glenville State University Board of Governors
Meeting of May 8, 2026**

ACTION ITEM: President's Evaluation

COMMITTEE: Board Governance & HR Committee

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves President Mark A. Manchin's evaluation for FY26 as presented and the continuation of his employment and salary in accordance with his current contract being July 1, 2025 and extending through June 30, 2028.

BOARD MEMBER: Ms. Alex Lay,
Board Governance and HR Committee Chair

BACKGROUND:

In compliance with the Presidential Evaluation & Compensation Process approved by the Board of Governors on May 4, 2022, GSU Personnel Policy 23, Higher Education Policy Series 5, and W.Va. Code §18B-1B-6, the Board will conduct a formal and structured written performance evaluation of the President every year, every third year of his/her employment, and at the end of the initial contract period. The Board's evaluation shall be reported to the President, Chancellor, and Chair of the Higher Education Policy Commission. After reviewing the evaluations, the Board of Governors shall make a determination by majority vote of its members on continuing employment and the compensation level for the President in accordance with subsection (a) of W.Va. Code §18B-1B-6.