



GLENVILLE
STATE UNIVERSITY

AGENDA
Glenville State University
Board of Governors

June 24, 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
June 24, 2026
Waco Center, Rooms 227/228
9:30 AM

AGENDA

1. Call to Order
2. Establishment of a quorum
3. Public Comment Period
4. 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*
5. **Consent Agenda (Action Item)**
 - A. Minutes of the May 8, 2026 meeting
 - B. Cash Flow Projection Statement
 - C. Accounts Receivable Report
6. Committee Reports
 - A. Executive Committee - *Ann Green, Chair*
 - B. Board Governance and Human Resources Committee – *Alex Lay, Chair*
 - C. Enrollment and Student Life Committee – *Skip Hackworth, Chair*
 - D. Academic Affairs Committee – *Kathy Butler, Chair*
 - E. Business and Finance Committee – *Doug Morris, Chair*
 - F. Athletics Committee – *Bob Marshall, Chair*
7. President’s Report
 - A. Legal Update
 - B. FY27 Organizational Charts
8. Discussion/Actionable Items
 - A. **Projects Update** (*Possible Action Item*)
 - B. **GLBA Information Security Program Overview** (*Information Item*) – *Eric Marks*
 - C. **Strategic Plan 2026-2031** (*Action Item*) – *Mari Clements*
 - D. **Proposal for Associate Degree in Nursing** (*Action Item*) – *Mari Clements*
 - E. **FY27 Chair and Vice Chair Nomination Recommendations** (*Action Item*) – *Bob Marshall, Chair*
 - F. **FY27 Board of Governors’ Meeting Schedule** (*Action Item*) – *Ann Green*
 - G. **Board of Governors Scholarship** (*Action Item*) – *David Hutchison*
 - H. **Board of Governors Retreat Schedule** (*Discussion Item*) – *Ann Green*
 - I. **President’s Evaluation** (*Possible Action Item*) - Possible Executive Session
9. Announcements
10. Adjournment

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

Report for Board of Governors

- Upcoming Events
 - GSU Night at GoMart Ballpark (6/13/26)
 - WV State Folk Festival (6/18/26-6/21/26)
 - GSU Night at Lambert's Winery (8/12/26)
 - Homecoming (10/24/26)

- Special WV License Plate
 - We currently have 33 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.

- Recent Events
 - 50 Year Graduates Weekend
 - Sixteen members of GSC's Class of 1976 returned to campus to be recognized. This reunion event continues to be one of our most-loved alumni gatherings.
 - Curtis Elam Athletic Hall of Fame Ceremony
 - Inducted five as members of the 2025 Class: Todd Layhew '90, Rahmann Lee '16, Sam Marchio '48, Camai Roberson-Mazzulla '09, and Bob Zdanek (aka Bob Edwards). Event held in collaboration with Athletics.
 - Retirees Luncheon
 - Welcomed 25 retired Glenville State faculty and staff members back to campus for lunch and an opportunity to reconnect.

Submitted by: *Schuyler Chapman, President*

Report for Board of Governors

- The Senate had one meeting following the most recent report. Although we shared some updates regarding that meeting at the April meeting, I will outline a few here:
 - Met with Dr. Manchin for open Q&A;
 - Filled all Senate committee vacancies for Fall 2026 save one (to be filled when a faculty vacancy is filled);
 - Discussed department chair roles in the Faculty Accomplishment Report process, as some chairs have not completed their work which can have adverse effects on faculty; Senate discussed its limited courses of action and opted to see how certain procedural changes impact this issue in the fall.
- In addition, I will mention that the Compensation Committee which came out of Senate work last year and an ad-hoc committee put together by the Board is in the process of making a recommendation to President Manchin to resolve some salary iniquity among staff and faculty.

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 was sent out for comments to all staff.

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 developed a “Senior Superlatives” survey for faculty and staff. Recipients were recognized at the annual end-of-year luncheon in May. (winners list attached at end)

4. Staff of the Year and Rising Star Award Nominations

The committee met and determined the recipients of these awards and those winners were announced during the annual end-of-year luncheon in May.

Rising Star – Brianna Hetrick

Staff Employee of the Year – Eric Marks

5. Ginny Grottendieck Scholarship

Staff Council has formed a sub-committee to look for ways to increase: the knowledge of the scholarship, the number of applicants applying for the scholarship, and ways to increase the amount of the scholarship fund.

6. Council representatives

We will be losing some members over the summer and so will need to work to on getting new replacements members elected from the EEOC groups to fill all open openings and positions.

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

Best Hair
Kevin Ellyson
Runner UP: Sarah Moyers

Best Dressed
President Machin
Runner Up: Chelsea Glidden

Most Likely to Brighten Your Day
Jodi Fisher
Runner Up: Ann Reed

Most Likely to Accidentally Drop Their Phone in the Toilet
Mark Husk
Runner Up: Jen Turner & Sheri Goff

Most Contagious Laugh
Amanda Lamb
Runner Up: Fred Walborn

Ultimate Multitasker
4 way tie: Jim Chapman, Mari Clements, Teresa Sterns, and Stephany Amos

Ultimate Hype Person of the Year
Jessie Skiles
Runner Up: Lloyd Bone

Campus Yapper
Eric Marks & Robert Woods

Most Colorful and Vibrant Personality
Chelsea Glidden
Runner Up: Jodi Fisher

Who Truly Did It All This Semester
Connie Stout Odell
Runner Kandas Queen

Most Likely to Remember Everyone's Birthday
Jodi Fisher
Runner up: Sarah Moyers

Biggest Caffeine Addict on Campus

Eric Marks

Runner Up: Max Anderson Lake

Biggest On Campus and Community Volunteer

Robin Meadows

Runners Up: Jodi Fisher & Dustin Critchfield

Most Likely to Forget Where They Put Their Coffee

Sheri Goff

Runner Up: Fred Walborn

Overall MVP of Campus

Jim Chapman

Runner Up: Jodi Fisher

Submitted by: *Graylin Floyd, President*

No report submitted

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

Report for Board of Governors

Wage Compression Task Force:

- The overall goal is to create a recommendation that is fair, consistent, and based on objective data rather than individual circumstances. The committee tried to balance making meaningful progress toward salary equity while ensuring that the adjustments benefited the greatest number of employees possible. For staff, we are used HEPC recommended minimum salary ranges (April 2024) by classification. For faculty, we looked at salary benchmarks by rank using peer institution data.

**Glennville State University Board of Governors
Meeting of June 24, 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 May 8, 2026 meeting
2. Cashflow Projection Statement
3. Accounts Receivable Report

**Glenville State University
Board of Governors Meeting
May 8, 2026
Waco Center, Rooms 227/228**

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

Faculty & Staff Present: Ms. Stephany Amos, Financial Aid Director, via Zoom
Ms. Wendy Broome, Accounting Assistant, 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
Dr. Mari Clements, Provost & Vice President for Academic Affairs
Dr. Robin Crigler, Assistant Professor of History
Mr. Dustin Crutchfield, Director of Alumni Relations
Dr. Kevin Evans, Dean of Health Sciences
Ms. Sheri Goff, Financial Aid Counselor, via Zoom
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. Tegan McEntire, Human Resources Director
Dr. Mark Manchin, President
Mr. Eric Marks, Manager of Information Systems & Staff Council Chair
Mr. Drew Metheney, Controller, via Zoom
Ms. Jamie Post, Financial Aid Assistant, via Zoom
Mr. Tom Ratliff, Executive Director of Operations
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, via Zoom
Ms. Alyssa Yeager, Coordinator of External Scholarships, via Zoom

Call to Order

Vice Chair Alex Lay called the meeting to order at 9:33 a.m.

A quorum was established.

Public Comment – N/A

Special Presentations

National Humanities Alliance - Dr. Robin Crigler, Assistant Professor of History, attended the National Humanities Alliance (NHA) annual conference in Arlington, VA in March. The NHA is an organization dedicated to advocacy for the humanities nationwide. Glenville State is the only higher education institution in West Virginia to be a member of the NHA. Over the past year GSU faculty from multiple departments have participated in a series of GSU-only workshops offered to the University for free by the NHA. This has enabled the University to re-envision the Wellness Management program as a more integrated Community Health program that combines the strengths of STEM and the humanities while supporting the institution's expanding focus on rural health.

Constituent Comments

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

- Twenty 50-year graduates from West Virginia, Ohio, and South Carolina are on campus participating in Commencement activities today and tomorrow.
- Tickets are now available for GSU Night at the Ballpark in June.
- The Alumni Awards Banquet was held in April honoring several distinguished alumni. A posthumous award was presented to the Durbin family in memory of Dan Durbin '84, former member of the Board of Governors.
- Three leaded glass windows in the Alumni Center are currently being replaced.

Faculty Senate – Schuyler Chapman, President, reported the following:

- Numerous policies have been reviewed with recommendations submitted to the University Leadership Council (ULC).
- The newly elected Senate will begin its term on July 1.
- Senate leadership coordinated with Board of Governors Vice Chair Alex Lay regarding the President's evaluation.
- All Senate vacancies, except one, have been filled.
- The Senate constitution was amended primarily to clarify and streamline existing language.

Staff Council – Eric Marks, Chair, reported on the below Council subcommittees:

- The Pay Scale Committee continues gathering comparative salary and position data from peer state institutions to support the Wage Compression Taskforce.
- The Handbook Committee finalized revisions to the Staff Handbook, which will be distributed to staff for review.
- The Campus Culture Committee continues promoting employee engagement and recognition. The committee developed a "Senior Superlatives" survey for faculty and staff. Honorees will be recognized at the annual employee awards luncheon alongside Staff of the Year and Rising Star award recipients.
- The Ginny Grottendieck Scholarship Committee is working with the GSU Foundation to better align scholarship criteria and recipients.
- The Council approved staggered elections with half of representatives elected in even years and half in odd years to avoid complete turnover during any election cycle.

Student Government Association (SGA) – Graylin Floyd, President, reported:

- SGA elections have concluded and Graylin Floyd will return as president for the upcoming academic year.
- SGA hosted the Student Organizations Banquet on May 6.
- Convenience stores and POD markets in the residence halls are scheduled to open July 1.
- Efforts are underway to secure storage units for international students.
- Six SGA members will attend the State Leadership Conference May 20–22.

Wage Compression Standing Committee – Tegan McEntire, Chair, reported:

- The committee continues meeting biweekly.
- Members are working on revisions to BOG Policy 16 and the committee bylaws.
- Forty percent of state funding has been allocated to wage compression efforts and the committee plans to submit recommendations to the President following Monday’s meeting.

Consent Agenda

SKIP HACKWORTH MOVED TO APPROVE THE CONSENT AGENDA. KATHY BUTLER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

Ann Green reported that the Executive Committee met via Zoom on April 22, 2026 to establish the agenda for today’s meeting. Chair Green appointed Kathy Butler, Bob Marshall, and Rick Simon to the nominating committee, which will present a slate of officers for approval at the June meeting.

Board Governance and HR Committee – Alex Lay, Chair, reported that Tegan McEntire provided updates on active Human Resources positions and recent hires.

Tom Ratliff presented the PowerPoint presentation included in the Board packet, highlighting updated facilities photos and announcing that track resurfacing will begin May 18. He also noted that the University expects to receive a second round of deferred maintenance funding, which may require Board approval in July for project modifications.

David Hutchison shared the following updates:

- The Alumni Association is planning events in the newly renovated amphitheater.
- Mike Rust has joined the GSU Foundation Board.
- Scholarships have increased by \$100,000.
- The University is partnering with the City of Glenville on a mural project for the side of Mama’s Brick Oven as part of the America250 Mural Project announced by Governor Morrisey in November 2025.
- The Curtis Elam Athletic Hall of Fame Banquet and Induction Ceremony will be held May 16.
- The GSU Retired Employee Luncheon is scheduled for May 19.
- GSU Night at GoMart Ballpark will take place June 13.

Enrollment and Student Life Committee – Skip Hackworth, Chair, invited Duane Chapman to provide updates.

Duane Chapman reported:

- Enrollment updates:
 - First-time freshmen, readmits, and transfers: Fall 2025 – 138; Fall 2026 – 186.

- Graduate programs: 18 new fall applications, 4 new summer applications, 9 students registered, 6 pending registration, and approximately 10 additional prospects. Thirteen students registered during the same period last year.
- The Student Organizations Banquet was well attended.
- Student engagement activities this week were highly successful.
- The Pioneer Support Center continues working closely with incoming and returning students and athletic coaches to improve retention, particularly among student-athletes.
- Overall retention is projected at approximately 70%.
- Discussions continue with EAB while working with the CFO to identify funding opportunities.

Academic Affairs Committee – Kathy Butler, Chair, asked Mari Clements to provide an update.

Mari Clements reported:

- Noted that there was a typo in the 24-25 primary majors for education (1,331 should have been 131). This will be corrected prior to submission to HEPC.
- HEPC has given verbal approval to GSU's Intent to Plan for an Associate Degree in Nursing. The full proposal will be completed in time for the first fall HEPC meeting.
- HLC is not likely to review the Master of Arts in Clinical Psychology until July; therefore, it is extremely unlikely that the University will be able to begin the program in fall 2026.

Business and Finance Committee –Doug Morris, Chair, asked Tim Henline to provide an update and announced that this is Tim's last Board meeting.

Tim Henline presented both simplified and extended versions of the FY27 budget and reviewed a related PowerPoint presentation. He noted that budget adjustments may be necessary during the year due to factors such as enrollment changes and grant funding.

Tim reviewed FY26 budget outliers, citing enrollment declines on the revenue side and increased PEIA costs, food service expenses, and fuel prices on the expenditure side. Recommendations moving forward included:

- Establishing an over-budget protocol for athletics.
- Conducting a cost-benefit analysis of athletic travel.
- Identifying ways to reduce catering costs; GSU spent approximately \$450,000 on catering in FY26.
- Implementing stricter Hiring Committee meal policies.
- Further refining departmental budgets using the new Precoro system.
- Creating automatic budget adjustments tied to enrollment declines.
- Developing a contingency reserve through the Foundation to address emergencies and unexpected needs:
 1. Goal: Reserve equal to one month of payroll (\$1.2 million).
 2. Goal: Reserve equal to one month of total operating expenses, including payroll (\$2 million).
- Requiring Return on Investment (ROI) analyses for everything including programs, student events, marketing initiatives, and future projects.
- Reaffirming that University funds may not be committed without prior approval from the Business & Finance Office.

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

Jesse Skiles reported:

- Acrobatics & Tumbling competed in the MEC Championships and NCATA Nationals and currently ranks 11th nationally.

- Softball is regionally ranked fifth.
- Both softball and baseball teams are competing in the MEC Tournament today.
- Track & Field may have a national qualifier.
- Athletics currently includes 67 Promise Scholars.
- Men's Golf is competing in NCAA Regionals and stands sixth out of 20 teams after the first round.
- GSU remains competitive for the Commissioner's Cup.
- The department hopes to finalize all coaching hires this week.

Discussion/Actionable Items

Projects Update

Tim Henline distributed transfer requests related to deferred maintenance fund closeouts.

Clay Chesser reported that the University continues to have deferred maintenance funds available and is finalizing the amphitheater project and LBH partial demolition closeout. He proposed reallocating unused funds from incomplete projects to projects that can still be completed. HEPC indicated it would approve the reallocations once approved by the Board of Governors.

BOB MARSHALL MOVED TO APPROVE THE REALLOCATION OF DEFERRED MAINTENANCE BUDGET CHANGE AS PROPOSED. SKIP HACKWORTH SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Program Reviews

- AS – Forestry
- BA - Education (Early Childhood, Elementary, Secondary and Special Education)

KATHY BUTLER MOVED TO APPROVE 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. RICK SIMON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

FY27 Budget

KATHY BUTLER MOVED TO APPROVE THE BUDGET FOR FY27 AS PROPOSED. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

FY27 Pay Raises

Tegan McEntire explained the allocation of raises.

SKIP HACKWORTH MOVED TO APPROVE THE PLAN TO DISTRIBUTE FACULTY/STAFF PAY RAISES FOR FY27 AS PROPOSED. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

President's Evaluation

The President's Evaluation was tabled to the next meeting.

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).
- 50-Year Graduate Dinner – this evening at 5:00 PM in the MCCC Ballroom
- Hooding Ceremony – this evening at 6:30 PM in the Fine Arts Center
- Commencement – tomorrow at 10:00 AM in the Waco Center
- Board Committee Meetings (via Zoom) – June 10, 2026 at 9:00 AM
- Board Meeting – Wednesday, June 24, 2026 at 9:30 AM

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 11:56 p.m.

Ann Green, Chair

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



GLENVILLE STATE UNIVERSITY

		Actual	Projected	Projected	Projected
		May-26	Jun-26	Jul-26	Aug-26
<i>FY 2025 Deposits (for reference only)</i>		\$ 329,503	\$ 1,408,270	\$ 460,659	\$ 2,217,507
Beginning Balance - All Funds	Fund #	\$ 685,411	\$ 446,943	\$ 116,154	\$ 5,901,192
Incoming:					
Appropriations	0363			2,057,222	
Surplus Reappropriation	0363			5,000,000	
Current Cash deposits	4482	70,762	2,058,270	460,659	1,967,507
Education & General	4496	1,481,052			
Auxillary	4497	97,459			
Capital	4498	-	500,000	2,700,000	
Gifts, Donations, State Grants	4499	1,006,190	550,000		
Federal Grants	8770	443,321	90,000		
DMAPS Rental Income - HC			200,000		
Available Cash		\$ 3,784,194	\$ 3,845,213	\$ 10,334,034	\$ 7,868,699
Outgoing:					
Payroll costs total		1,436,682	1,406,679	1,350,000	1,250,000
Pcard Payments		452,709	200,000	250,000	250,000
Bames & Noble Bookstore Services		-	352,000	-	-
Aramark Services		-	214,958	241,667	241,667
Utilities		74,698	120,830	112,500	112,500
Cash Disbursement/Operating expenses		35,470	75,000	75,000	75,000
Debt service & Capital Assessments		203,592	359,592	203,675	203,675
Deferred Maintenance Expenditures		300,705	500,000	1,700,000	250,000
Health/Wellness Grant		833,395	500,000	500,000	1,000,000
Cash used		3,337,251	3,729,059	4,432,842	3,382,842
Ending Balance - All Funds		\$ 446,943	\$ 116,154	\$ 5,901,192	\$ 4,485,857

Accounts Receivable With Ratios

Semester	Charges	Credits	Difference	Refunds	Ratio	Difference from Prior Year	Adjusted for Refunds	New Difference
Summer 2026	\$ 604,952.00	\$ (210,444.60)	\$ 394,507.40	\$ 8,479.00	65%	\$ (164,632.26)	\$ 33,602.01	\$ (131,030.25)
Spring 2026	\$ 8,696,408.00	\$ (8,251,697.00)	\$ 444,711.00	\$ 611,516.82	5%	\$ (945,306.89)	\$ 372,626.24	\$ (572,680.65)
Fall 2025	\$ 9,674,372.39	\$ (9,306,893.75)	\$ 367,478.64	\$ 559,868.64	4%	\$ (965,293.18)	\$ 433,065.81	\$ (532,227.37)
Summer 2025	\$ 769,584.26	\$ (683,316.35)	\$ 86,267.91	\$ 42,081.01	11%	\$ (33,186.99)	\$ (13,618.26)	\$ (46,805.25)
Spring 2025	\$ 9,641,714.89	\$ (9,431,257.42)	\$ 210,457.47	\$ 984,143.06	2%	\$ 724,389.57	\$ (270,025.44)	\$ 454,364.13
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%

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
Student Support Services- Teacher/Counselor	1 Replacement- Megan Moats
Chief Financial Officer/Vice President of Business & Finan	1 Replacement- Timothy Henline

Faculty	Open Positions
Assistant Professor or Lecturer of Business	1 New

New Employees:

Rebecca McCord	Campus Service Worker
Nathaniel "Nat" Wilkes	Head Soccer Coach
Dr. Liam Condon	Director of Clinical Training
Patrick Smith	Head Men's and Women's Golf Coach

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

FACILITIES, OPERATIONS, & CAPITAL PROJECTS

- The Morris Family Community Health and Fitness Complex Phase I is on schedule and progressing nicely. Projected completion of Phase I is roughly July 15th. Phase II foundations are in and utility work has begun with tentative completion scheduled in the Winter of '26. Most of the steel erection is complete on Phase II.
- 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. Contractor is to come back onsite and do some additional coping work requested by GSU on the Science Hall.
- 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. Parking lot repairs are being scheduled with a proposed completion time of July 15th.
- 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. The remaining twenty-five security lights have been changed around campus by GSU employees. The new archway and café steel have been installed.
- 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. Several of us are in attendance of the HEPC Finance and Facilities conference where they are providing the methods necessary to receive the additional Deferred Maintenance funds that will be available sometime after July 1. We are set to receive roughly \$4 million in funds.
- The new round of electronic locks are in and installation has started in Pickens Hall with Pioneer Village replacement to begin either late this week or next week.
- 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. Public Safety is repainting the parking lots as well.
- We have been working with the Corrections Academy to help them prepare for their accreditation requirements. Their inspection date was in May and they passed with a 99 out of 99. They still have one additional step before the accreditation is complete. We are working on some repairs noted by the health department to satisfy their permit requirements.

- We are working on a contract to satisfy HB4592 that requires standardized campus safety mapping. Once the mapping is complete we will have a tabletop simulation event.
- The new security cameras have been delivered with installation to begin shortly. 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

June 2026

Thomas Ratliff, Executive Director of Operations

GLENVILLE STATE UNIVERSITY



Morris Family Community Health & Fitness Complex





Morris Family Community Health & Fitness Complex

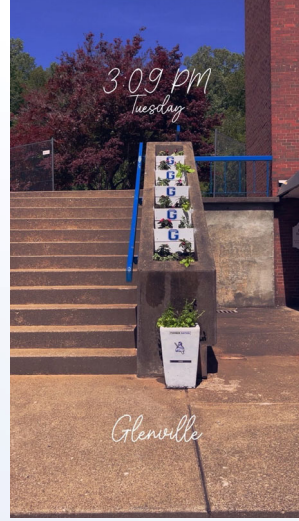


Landscaping

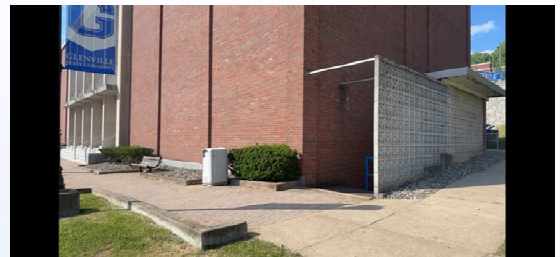




Landscaping



Landscaping





Landscaping



LBH Demolition





LBH Demol

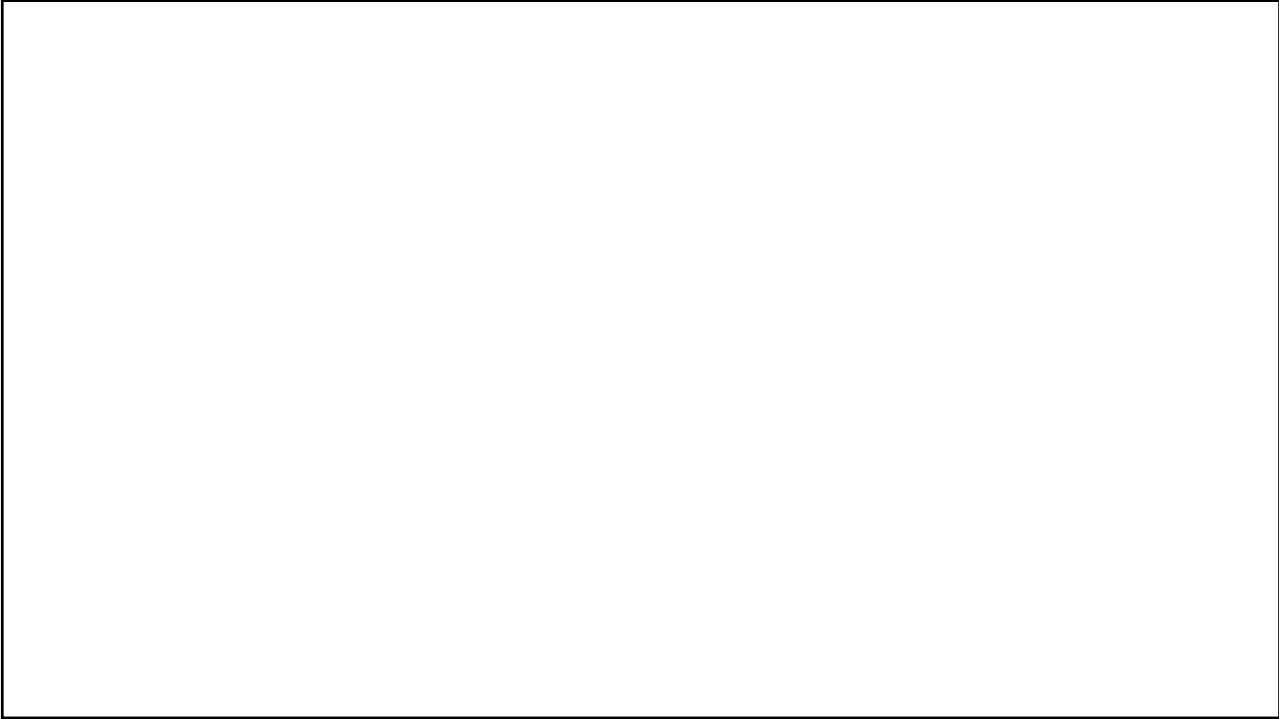


Public Safety Parking Lot Upgrades





Public Safety Parking Lot Upgrades



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	939	865	698	574	534
Students	453	400	408	343	352
Tuition Discounts Offset	\$708,570	\$592,752	\$493,792	\$394,636	\$300,000
Total Awarded <i>*6/9/2026</i>	\$1,106,474	\$1,005,758	\$907,777	\$737,006	\$678,993

Foundation Staff Updates:

- Strategic Plan
- Operational Plan
- Annual Calendar
- More focus on Alumni Research

President Circle Support:


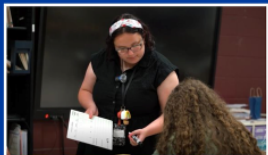

- Glenville Mural – Partnership with County & City
- Amphitheater
 - Archway, Café, Landscaping, Tables & Umbrellas
- GSU Legislative Reception
- MEC Basketball Tournament Receptions & Band
- WVMEA Conference – Alumni Reception
- New Van for GSU Fleet
- ½ of the Paving on Downtown Corner Lot
- Pioneer Pantry & Hardship Funds

McGee Foundation Scholarship Program:

McGee Foundation Program

- I. Total Award \$500,000 over 5 years
- II. Scholarships – 37 students, \$92,000
- III. Learn and Lead Mini Grants – 28 Grants, up to \$300
- IV. Praxis Support - \$500
- V. Hardship Student - \$500

“Program supporting
West Virginia kids
wanting to be
Elementary Education
Teachers”

Joel Dugan - WV 250 Mural Grant, Gilmer County WV. Thank you [Hannah Sprout](#), [Gabriela Reyna](#) and [Salem Nichols](#) for pitching in on this project!



WV State Folk Festival - Thursday, June 18 – Sunday, June 21

 **America 250 Mural - Glenville**



Marketing Updates:

MARKETING UPDATE

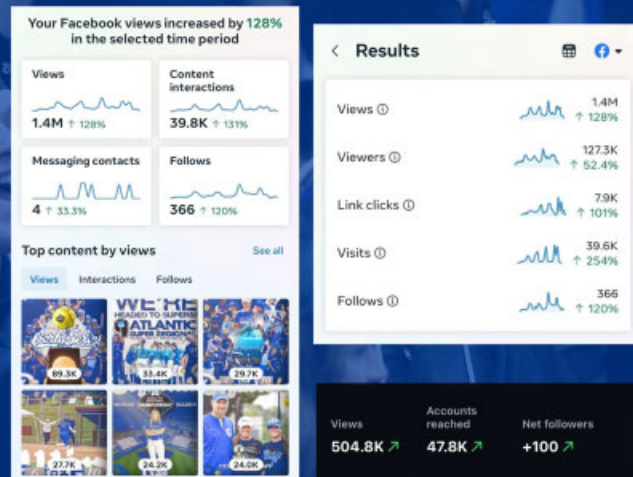
- Social Media
 - Facebook: 10,520 followers / 242,500 views in May
 - Instagram: 4,954 followers / 94,969 views in May
 - TikTok: 1,650 followers / 2,900 views in May
- Academic Department Meetings
 - As of May, we have established monthly meetings or made plans to do so in the coming year.
 - Video projects for Math & Science, Land Resources, and Education.
 - 7 press releases, featuring four different departments.

GLENVILLE STATE UNIVERSITY

SOCIAL MEDIA SPOTLIGHT:

Athletics (5/2/2026 - 6/2/2026)

- Softball Posts Cause Athletic Page Increases
 - Special thanks to SID Jagger Furr
 - multiple joint posts with main GSU page/increasing overall SM performance for both pages
 - Facebook Views - 1.4 Million / up 128%
 - Interactions - 39.8K - up 131%
 - Follows - 366 bringing total to 9.8K



GLENVILLE STATE UNIVERSITY

MEDIA PARTNER HIGHLIGHTS



- **Digital Display**
 - 41,981 Impressions
 - 290 Engagements
- **Streaming TV (CTV/OTT)**
 - 81,828 Impressions
- **Streaming Audio**
 - 27,182 Impressions
- **Social Media**
 - 104,581 Impressions
 - 2,652 Clicks

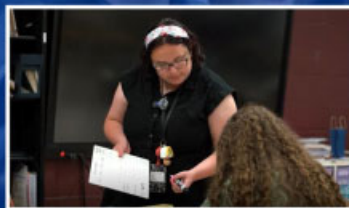


- **Google Display**
 - 1.4 Million Impressions
 - 3,100 Clicks
- **Google Search Key**
 - 2,481 Impressions
 - 124 Clicks

GLENVILLE STATE UNIVERSITY

PROJECT SPOTLIGHT

- **McGee Learn & Lead Mini - Grant Video**
 - Coordinated with the Education Department on their vision for the video
 - Traveled to two schools where GSU Teacher Education Grant Recipients were student teaching to shoot their purchases in action.
 - Shot additional footage of student teachers to use in future promotional materials



GLENVILLE STATE UNIVERSITY

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

1. Enrollment – Admissions and Recruitment

Under Graduate :

- Trending up 30 ahead from last year.
- Finished up Award days with high Schools.
- Did an academic signing day at Gilmer county.
- Day calling has started now that High Schools are out.

International :

- Developing communication documents for international recruitment
- Developing videos for recruitment
- Securing 40% payment before student leaves for GSU

Graduate

- Applications and enrollment continues to trend up from last year.

6/10/2026

Admissions:

FA25	FTF	169
	FTF, TRAN, RE	203
FA26	FTF	203
	FTF, TRAN, RE	243
FTF		Up 34
FTF, TRAN, RE		Up 40

Housing: (beds used for student body)

Pickens Hall

Total Capacity: 76

Undergraduate: 15

Graduate/GA: 28

Open: 33

Pioneer Village

Total Capacity: 156

Filled: 154

Open: 2 (female: offers out)

Goodwin Hall

Total Capacity: 468

Filled: 328

Open: 140

2. Student Affairs

Student Life

- 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 Activities :

- Overall event check-ins increased 39.58% (+526) from Spring 25 to Spring 26, and 110% (+973) from Fall 25 to Spring 26.
- Unique student participants increased from Fall 25 to Spring 26 by 78 students.
- Student Athletes nearly doubled their total event footprint, with check-ins climbing from 461 to 907 (+96.7%).
- The top three event types by check-in are Live Entertainment, Arts and Crafts, and Bingo.
- Top five events by check-in for Spring 2026 were
 - Mr. and Miss GSU Pageant – 161 check ins
 - Casino Night – 147 check ins.
 - Slime Crafting in the Musket – 118 check ins
 - Laser Tag – 92 check ins
 - Trivia Night – 89 check ins
- Based on the data provided, we're looking forward to expanding upon the live entertainment (Mr. and Miss GSU Pageant, Laser Tag, Casino Night, Trivia Night), and more active and hands on events (Slime Crafting, etc.) to further drive student engagement in the upcoming year.
- Out of the 314 unique students who attended events in the Fall semester, 221 returned to participate in Spring programming, showing a 70.4% retention rate for event participation.
- Spring attendance trends show that the average student checked in to nearly 5 events (4.7) over the course of the semester. 134 students attended 5 or more events, and our students who attended the most events in the semester checked in for 26 total events.
- Freshman were the most active of the classes, accounting for 109 unique participants in the Spring.

Residence Life

- Finishing housing assignments.
- Preparing for summer camps:
 - HOBY Camp- June 4th to June 7th
 - GEAR UP Camp – June 22nd to June 27th
 - SHERIFF’S Camp – July 12th to July 17th
 - HSTA Camp July 19th to July 24th
 - Volley Ball Camp – July 19th to July 24th.

3. PIONEER SUPPORT CENTER

- Retention 6/09/2026 = 63.54%
- Need 55 of 138 to make 70%
- Day and night calling the “Did Not Register” list
- Developing an on-line orientation for on-line students.
- Preparing for HEPC grants:
- First-Generation Student Success Grant
- First-Year Campus Engagement Grant



Academic Affairs

10 June 2026
Mari L. Clements, PhD

GLENVILLE STATE UNIVERSITY



Faculty

GLENVILLE STATE UNIVERSITY



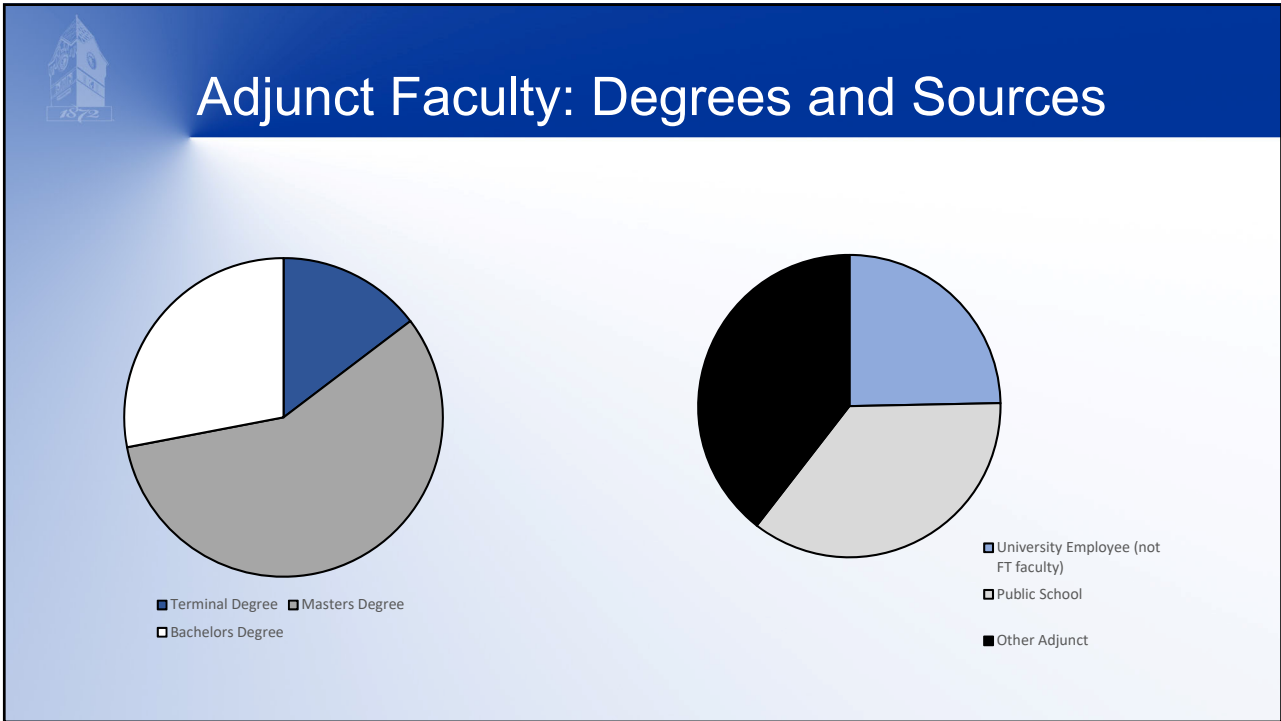
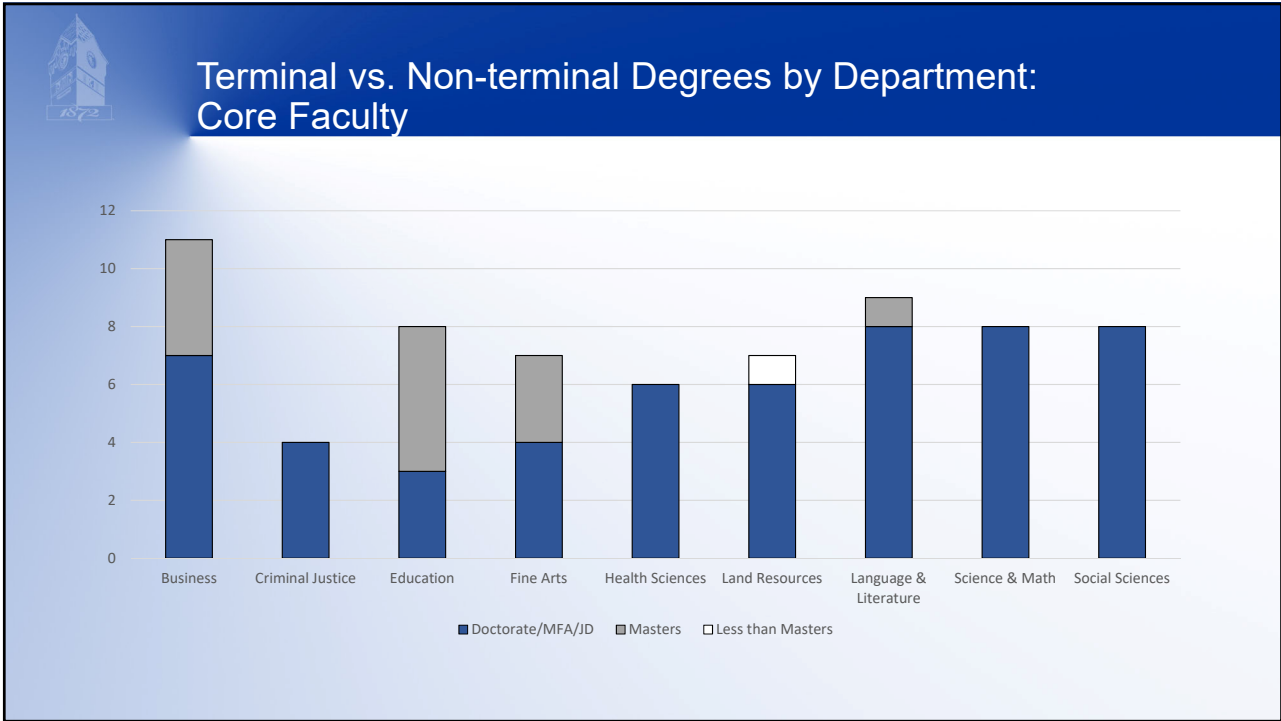
Successful Faculty Searches

- Health Sciences: Director of Nursing
 - Mike Callihan: PhD, RN, CEN NRP
- Land Resources: Two Lecturers in Land Surveying
 - Hunter Lemon: BS Land Surveying and Mapping; BSBA Computer & Information Systems, spring 2026
 - Noah Miner: BS anticipated summer 2026
- Science & Math
 - Biology: Tupa Bosa Roy, PhD in Biochemistry and Cancer Biology from University of Toledo, Postdocs at Cleveland Clinic, Harvard/Mass General
 - Math Education: Radhika Kharel, PhD in Math Education from Illinois State University
- Social Sciences: Director of Clinical Training
 - Liam Condon: PhD, ABPP, PhD in Clinical Psychology from Binghamton University



Active and Anticipated Faculty Searches

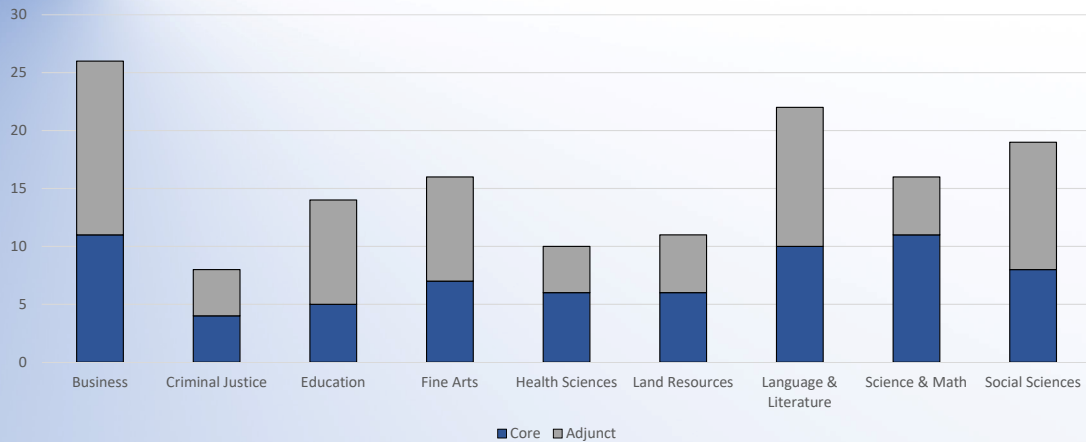
- Business: Two open searches
 - One retirement delayed until May 2027
- Criminal Justice: Canceled search
 - Faculty believe that they have significant numbers
- Education
 - Early Education/Reading specialist still needed
 - Generalist still needed





Number of Core to Adjunct Faculty

Note: Number of *Faculty*, Not Courses Taught



Summer Registration Totals

- 564 total seats in 84 courses
 - Regular Courses
 - 340 seats
 - 54 courses
 - *M* enrollment = 6.3
 - Internships, Work Experience, or Research
 - 57 seats
 - 13 experiences
 - *M* enrollment = 4.1
 - Prison
 - 167 seats
 - 16 courses
 - *M* enrollment = 10.4



Summer Registration Challenges

- Summer Registration much lower than Fall or Spring
 - 564 seats summer ($M = 6.7$ students per course)
 - 6,655 seats fall ($M = 10.9$ students per course)
 - 5,894 seats spring ($M = 11$ students per course)
- Financial aid generally not available
- All courses (except prison) online
 - Essentially no summer student housing
- Cheaper options available
 - Local Community and Technical Colleges
 - University of the People



MA Clinical Psychology

- HLC Panel Review recommended approval
 - Very positive review
- Now goes to Institutional Actions Commission
 - Meeting August 3-4
 - Formal notification will come within two weeks of that
- Cannot accept applications until after IAC approval is received, so...
 - Cannot launch for fall
 - Good lead time to
 - Build relationships for practicum and internship trainings
 - Work out timing and accommodations for in-person portions
 - Develop courses



Nursing Degree

- HEPC wants full proposal by July 10
- Director of Nursing officially starts July 1
 - Meeting tomorrow to plan for the additional sections needed beyond Intent to Plan
 - Curriculum and budget, primarily
 - Revision to learning outcomes
- Board meetings
 - 24 June 2026
 - Unlikely to be complete, but may have a draft
 - Nothing else until fall/after July 10 HEPC deadline
 - Board preference?



Strategic Plan

- Updates are coming in from each VP's areas
- Incorporating updates to what the Board has already seen
- Working with PR on formatting and publishing
- Plan is to have complete plan to the Board for review for 24 June 2026 meeting



MISSION		
Glenville State University prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.		
VISION		
Glenville State University will be known as a place where great things are happening in academics, engagement, operations, and athletics.		
GOALS	INITIATIVES & PROJECTS	TASK TIMELINES AND SUCCESS FACTORS
<p>Academic Growth</p> <p>Provide relevant academic programs</p> <p>Improve graduation rates</p> <p>Improve student retention</p>	<p>Academic Growth</p> <p>Launch MA in Clinical Psychology (Psychology faculty)</p> <p>Launch two-year RN degree (Nursing Director, Health Sciences Dean, Provost)</p> <p>Update program review process to increase feedback and usability of results by spring 2029 (Department Chairs, Deans, Assessment Committee, Provost)</p> <p>Create support and communication webs with advisors, instructors, Pioneer Support Center, and coaches (VP Enrollment & Student Affairs, Provost, Athletic Director, Dean of Student Success & Retention)</p>	<p>Academic Growth</p> <p>Admit 10 students to MA in Clinical Psychology in first cohort by fall 2027</p> <p>Admit 20 students to prenursing by fall 2028 and 12 to nursing by spring 2029</p> <p>Meaningful program changes/reaffirmations on annual and five-year reviews</p> <p>5% increase in referrals to PSC by spring 2027</p> <p>Team GPA increase of .05 for teams with GPAs below 2.75 and of .01 for teams with GPAs between 2.75 and 3.0</p> <p>XX% six-year graduation rate by spring 2030</p> <p>70% fall-to-fall retention rate by fall 2028</p>
<p>Engaged Vitality</p> <p>Increase enrollment</p> <p>Elevate GSU's public profile</p> <p>Increase constituent engagement</p> <p>Increase philanthropic support to the university</p>	<p>Engaged Vitality</p> <p>Employ admissions tracking software (Admissions Director)</p> <p>Strategically deploy admissions counselors (Admissions Director)</p> <p>Engage chairs and faculty in recruitment (Admissions, Deans, Chairs)</p> <p>Promote great things (PR & Marketing, VPs)</p> <p>Strengthen GSU-Glenville connections (President, VPs)</p> <p>Maximize opportunities for alumni engagement (Alumni Director)</p> <p>Identify additional donors (VP of Advancement)</p>	<p>Engaged Vitality</p> <p>8+ Chairs/Deans and 100% Admissions use software by spring 2027</p> <p>2 new markets identified and 2 unproductive markets dropped by spring 2027</p> <p>100% departmental representation at 80% of on-campus recruiting events</p> <p>4 new departmental ad campaigns by spring 2028; 8 by spring 2031</p> <p>Engage five new community members in GSU advisory committees by 2030</p> <p>Increase in attendance at alumni events of 5% per year</p> <p>Increase in number of alumni donors of 2% per year</p> <p>Ten (?) new donors annually (or is this better as or \$\$ more annually?)</p>
<p>Operational Excellence</p> <p>Improve university facilities</p> <p>Improve clarity, transparency, and ease of use of university processes</p> <p>Optimize data security</p> <p>Improve university website</p> <p>Increase retention of faculty and staff</p> <p>Maximize university facility use</p>	<p>Operational Excellence</p> <p>Complete deferred maintenance projects (ED Operations)</p> <p>Complete Morris Family Health and Fitness Center (ED Operations)</p> <p>Fully implement purchasing software (CFO)</p> <p>Audit processes for pain points and identify solutions (VPs)</p> <p>Implement and enforce required cybersecurity training (IT)</p> <p>Achieve compliance with data security best practices (IT)</p> <p>Complete website update (IT, unit heads)</p> <p>Address salary compression and inversion (CFO, Wage Task Force)</p> <p>Provide opportunities for faculty and staff development (Provost, Staff Council)</p> <p>Develop processes and fee structure for facility use (CFO, ED Operations)</p> <p>Create coordinated central calendar (VPs)</p>	<p>Operational Excellence</p> <p>Current construction projects completed and debris removed by spring 2028</p> <p>Classes held in Morris facility by fall 2027</p> <p>80% compliance with purchasing process by spring 2027; 95% by spring 2028</p> <p>At least 2 processes identified for improvement by spring 2028; 4 by 2029</p> <p>At least 1 process significantly improved by fall 2028, 2 by fall 2029</p> <p>90% employee and 80% student completion of training by spring 2028</p> <p>???</p> <p>Increase in length of website visit time of 10% by spring 2030</p> <p>Annual salary adjustments to include data-based adjustments each spring</p> <p>3% increase in development funds utilization annually through 2031</p> <p>Increase in rental income of \$300K annually by spring 2029</p> <p>Reduction in competing events to near zero by spring 2029</p>
<p>Athletic Strength</p> <p>Improve performance in MEC Commissioner's Cup</p> <p>Increase academic performance across teams</p> <p>Increase net revenue through roster management</p>	<p>Athletic Strength</p> <p>Support performance through upgraded football and track facilities as well as strength and conditioning evaluations (ED Operations, AD)</p> <p>Set performance goals for individual teams and coaches (Athletic Director)</p> <p>Continue 4.0 ceremony and recognition (AD, Provost)</p> <p>Fully implement Academic Game Plan (Coaches, Academic Liaison, PSC)</p> <p>Set roster goals for individual teams and coaches (Athletic Director)</p> <p>Effectively manage scholarship dollars (Athletic Director, Head Coaches)</p>	<p>Athletic Strength</p> <p>100% of teams undergoing evaluation by Exercise Science by spring 2031</p> <p>5% increase in average attendance at football games and track events by 2027</p> <p>Improved performance in MEC Commissioner's Cup each year</p> <p>100 honorees by fall 2026, and 2% increase annually</p> <p>10% increase in use of PSC by athletes and 5% reduction in attrition by 2031</p> <p>95% attainment of roster goals by 2028</p> <p>Net revenue increase of 2% annually</p>

Submitted by: *Andrew "Drew" Metheney, Controller and Interim Co-CFO*

Report for Board of Governors

- The Board needs to be aware of the \$25 per credit hour auditing fee if a student is not enrolled full-time. These occurrences do not happen often, but it needed to be added to the fee schedule. It appears that it was inadvertently left off the list when revisions were asked to be made. Attached is the revised fee schedule.
- We have received \$587,500 in deferred maintenance drawdown as of 06/12/2026. This is a portion of the budget revision that was approved by the BOG on 05/08/2026. The remainder should be coming within the next week to two weeks.
- Precoro, the University's new purchasing and expense system, will be going live on July 1, 2026.

SPECIAL FEES AND CHARGES

ACT Residual Test - Institutional Fee (does not include cost of test)	\$50
Application Fee	\$20
Application Fee (International)	\$100
Bad Check Fee	\$35
Book Fee (Full Time schedule 12 hours to 18 hours)	\$405
Book Fee (Any course load 11 hours or less, or 19 hours and above, will be charged this fee on a per hour basis)	\$27
(Shipping of books to students unable to pick them up in person will be billed at actual cost.)	
Certificate Fee	\$20
Course Audit Fee (per credit hour) (if not at fulltime enrollment)	\$25
Credit by Examination (per credit hour) (Challenge Exam)	\$40
Dining Flex Dollars Fee – (Commuters only)	\$100
Diploma Replacement Fee	\$35
Facsimile Fee (per page)	\$1
Fees* (Commuters)	\$411
Fees* (Commuters – Part-Time)	\$270
Fees* (All Residence Hall Students)	\$541
Fees* (On-Line Only Program Students not Living on Campus and not present on Campus)	\$221
Fees* (On-Line Only Program Students who are regularly present on campus)	\$322
Fees* (Alternative Pathway Students)	\$148
Fees* (Education Interns)	\$217
Fees* (Master’s Degree Classes)	\$87
Graduation Application Fee (per degree) (exclusive of cap and gown) (non-refundable).....	\$80
Graduate Verification Letter	\$5
Late Graduation Application Fee (non-refundable)	\$105
Late Registration Fee	\$100
Music Instrument Maintenance Fee (per semester)	\$53
NTE scores (copy)	\$5
Parking Permit – Non-Reserved	\$52
Parking Permit – Reserved (non-resident)	\$210
Photocopy Charges (per page)	\$2
Pre-Nursing Fee	\$104
Prior Learning Portfolio Assessment	\$300
Prior Learning Posting Fee (per credit hour)	\$10
Regents’ BA Portfolio Assessment.....	\$300
Regents’ BA Degree Posting Fee (per credit hour)	\$10
Replacement ID Card	\$20
Replacement Room Key	\$55
Replacement Room Key Cylinder	\$80
Replacement Room Access Card (Goodwin and PV)	\$50
Residence Hall Room Reservation Fee	\$100
Room Lockout Fee	\$5
Study Abroad (BIOL 470)	TBD
Study Abroad (GSU 205)	TBD
Teacher Endorsement Evaluation	\$25
TOEFL Test - Institutional Fee (does not include cost of test)	\$5
Transcript	\$7
Transcript (Express)	\$35
Transcript (FAX)	\$5

Formatted: Highlight

*“Fees” listed above consist of the following itemized elements on a per semester basis. These fees are charged as a bundle and cannot be charged individually or waived on a segregated basis.

Student Services	\$135
IT	\$86
Parking	\$26
Course/Lab Costs and On-Line Course Delivery	\$164
Microwave/Refrigerator/Cable (Residence Hall Students Only)	\$130

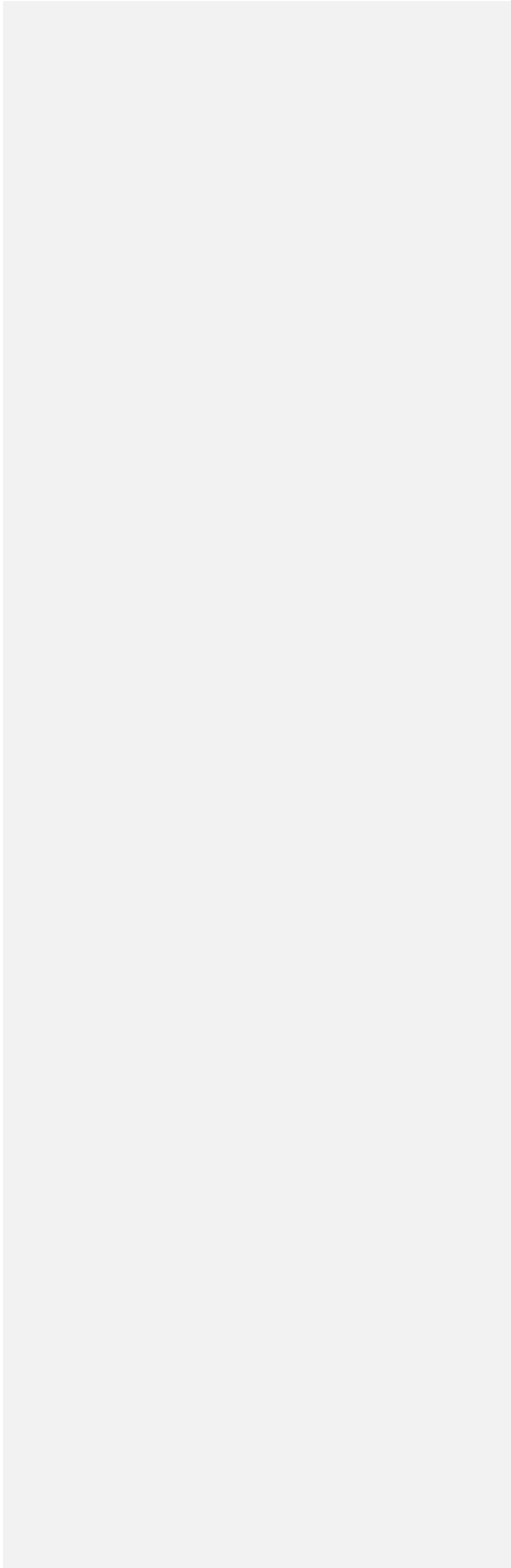
The Fee for On-Line Only Program students consists of: IT - \$86; Student Services - \$60; Course/Lab Costs - \$75.

The Fee for Online-Only Program students who are regularly present on campus consists of: IT: \$86; Student Services: \$135; Parking: \$26; Course/Lab Costs: \$75.

The Fee for Part Time Commuters is comprised of: IT - \$86; Student Services - \$62; Course/Lab Costs - \$96; Parking \$26.

The Fee for Alternative Pathway students is comprised of: IT: \$86; Student Services: \$62.

The Fee for Education Interns/Residents is comprised of: IT: \$86; Student Services: \$62; Course Fees: \$69.



SPRING SPORT OVERVIEW

- This Spring was punctuated with our softball team winning the Atlantic Super Regional and advancing to the Division II World Series. They completed a record-setting 51-18 season.
- Baseball advanced to the MEC title game, losing by only one run in the championship game. Men's golf advanced to the NCAA Regionals, with an individual advancing to the NCAA Finals in Las Vegas.
- Acrobatics & Tumbling finished 12th in the nation, placing three events in the NCATA Nationals in California.
- Track & Field produced the program's first ever national qualifier, and garnered an All-American out of that event.'

ACADEMIC PERFORMANCE

- Sixteen of our seventeen programs produced team grade point averages above 3.0. Our overall department gpa was 3.16, with the women's teams posting an impressive 3.35. A total of 74 student-athletes achieved a 4.0, with an additional 106 above the 3.50 Provost List threshold.

ENROLLMENT UPDATE

- We are currently sitting at 477 total students on our rosters for the Fall of 2026. This is over 30 ahead of where we were in June of 2025. This spear-headed by over 200 student-athletes in the sports of football and track combined.

FALL SCHEDULES

- September 3rd marks the Grand Opening of the Morris Family Health Science & Fitness Center, with our football team hosting Millersville on a Thursday evening. There are several other key dates throughout the semester, including Homecoming (Oct. 24th), the GSU Wrestling Open (November 1st), and our Annual Kids Day (November 19th).

NCAA & MEC UPDATES

- Shawnee State has joined the MEC for the 2026-27 academic year. They begin play in the Fall and are now on our team's league schedules. We are now back to 12 institutions, and SSU fits into our footprint well in terms of travel and budget.
- Discussions continue at the NCAA level with regards to NIL and years of eligibility. President Trump's "Executive Order to Save College Sports" continues to be discussed on a national level.

COMMISSIONER'S CUP UPDATE

- According to our internal math, we feel that Glenville State Athletics has secured the #2 spot in the MEC Commissioner's Cup standings. Last year's third place was an all-time record, breaking some upper-division performances by GSU in both the early 70's and mid-90's. The official FY26 standings will be released on July 1st.

PERSONNEL UPDATES

- We have five new head coaches on the department's FY27 staff. This includes Jake Casteel (football), Kris Kern (volleyball), Nat Wilkes (soccer), Patrick Smith (golf), and Sydney Naughton (cheer). Coach John Lilly retired after nine successful seasons at the helm of the men's golf program. Lilly was a star player for the program in the championship years of the mid-70's.

Glenville State University Athletics Department Board of Governors Update

June 2026

Jesse Skiles, Director of Athletics

GLENVILLE STATE UNIVERSITY



GSC ATHLETICS ACADEMIC SUMMARIES BY SEMESTER

	BAILEY	xxx	LAZANBY	xxx	xxx	xxx	VINEYARD - xxx	SKILES	xxx	xxx	xxx	xxx	xxx	
SPORT	FALL-14	SPR-15	FALL-15	SPR-16	FALL-16	SPR-17	FALL-17	SPR-18	FALL-18	SPR-19	FALL-19	SPR-20	FALL-20	SPR-21
ACRO	xxx	xxx	2.96	3.02	3.23	3.3	3.19	3.04	3.19	3.12	3.01	2.96	3.20	3.19
MBB	2.35	2.14	2.07	2.26	2.44	2.06	2.34	2.33	2.14	2.19	2.15	2.24	2.50	2.74
WBB	2.89	2.86	2.76	2.72	2.78	2.87	2.87	2.61	2.74	2.59	2.93	2.97	2.98	3.20
BASE	2.62	2.38	2.80	2.65	2.45	2.39	2.59	2.38	2.60	2.76	2.92	2.70	2.70	2.76
BOX	xxx	xxx	xxx	xxx	2.59	2.72	1.87	2.64	2.02	2.16	2.16	2.18	1.67	2.07
CHEER	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	2.18	1.18	2.26	2.52
FB	2.35	2.48	2.31	2.38	2.08	2.19	2.17	2.35	2.02	2.19	2.41	2.08	2.11	2.12
MGOLF	2.89	2.95	2.6	2.61	2.52	2.59	2.65	2.65	2.27	2.68	2.84	2.81	2.55	2.79
WGOLF	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	2.34	2.68	2.47	2.62
SOCC	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	2.80	3.20	2.91	3.26	2.96	3.20
SB	2.54	2.74	3.02	3.19	3.16	3.00	3.14	3.06	3.15	2.87	2.87	2.95	3.10	3.21
MTRK/CC	2.30	2.28	2.3	2.54	2.45	2.58	2.35	2.45	2.47	2.59	2.310	2.61	2.68	2.30
WTRK/CC	3.03	2.62	3.12	3.07	2.54	2.7	2.87	2.60	2.71	2.59	2.89	2.98	3.03	2.83
VB	2.72	2.52	3.15	3.17	2.51	2.42	2.46	3.07	3.26	3.17	3.17	3.13	2.82	2.97
WREST	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	2.44	2.87
MEN	2.40	2.42	2.37	2.44	2.22	2.32	2.30	2.31	2.28	2.45	2.49	2.41	2.48	2.39
WOMEN	2.79	2.70	2.99	3.03	2.86	2.86	2.94	2.86	2.95	2.95	2.89	2.92	2.96	3.06
CO-ED	xxx	xxx	xxx	xxx	2.59	2.72	1.87	2.64	2.02	2.16	2.16	2.18	1.67	2.21
TOTAL	2.48	2.50	2.55	2.55	2.42	2.52	2.48	2.55	2.51	2.64	2.62	2.60	2.65	2.66
PR-4.00	10	9	13	12	16	14	17	14	15	26	16	29	25	40
D-3.50-99	26	25	29	28	34	32	36	34	43	52	60	56	61	59
TOTAL	36	34	42	40	50	46	53	48	58	78	76	85	86	99
# of SA's	245	192	284	219	312	244	309	240	376	258	443	362	418	367



GSC ATHLETICS ACADEMIC SUMMARIES BY SEMESTER

SPORT	FALL-21	SPR-22	FALL-22	SPR-23	FALL-23	SPR-24	FALL-24	SPR-25	FALL-25	SPR-26
ACRO	3.01	3.22	3.41	3.44	3.45	3.46	3.16	2.90	3.35	3.26
MBB	3.00	3.34	2.56	2.40	2.55	2.93	2.95	3.04	3.23	3.08
WBB	3.17	3.08	3.06	2.72	2.71	2.91	3.18	3.16	3.41	3.15
BASE	2.58	2.86	2.86	2.72	3.06	2.96	3.25	3.19	3.20	3.06
BOX	2.48	2.45	3.15	3.25	2.92	3.19	2.33	2.75	3.00	3.03
CHEER	2.13	3.27	2.84	3.48	3.00	3.36	2.96	2.92	2.56	2.25
FB	1.98	2.55	2.29	2.39	2.57	2.92	2.66	2.72	2.65	3.02
MGOLF	2.67	3.04	3.11	3.19	3.07	3.19	3.10	2.85	3.30	3.26
WGOLF	2.50	2.86	3.19	3.50	3.33	3.31	3.47	3.41	3.45	3.26
SOCC	3.31	3.56	3.31	3.42	3.35	3.16	3.29	3.35	3.43	3.26
SB	3.00	3.06	3.14	2.92	3.34	3.25	3.59	3.52	3.76	3.57
MTRK/CC	2.77	3.21	2.94	2.77	2.97	3.24	3.15	3.17	3.08	3.24
WTRK/CC	2.93	3.28	3.20	3.13	3.44	3.47	3.56	3.64	3.50	3.42
VB	3.23	3.24	3.25	3.30	3.36	3.35	3.31	3.31	3.40	3.49
WREST	3.15	3.11	2.88	2.85	2.72	3.08	3.42	3.27	3.13	3.21
MEN	2.44	2.87	2.64	2.61	2.76	3.00	2.99	2.99	2.95	3.11
WOMEN	3.01	3.21	3.20	2.94	3.28	3.26	3.24	3.33	3.49	3.35
CO-ED	2.48	2.45	3.15	3.25	2.92	3.27	2.67	2.84	2.72	2.58
TOTAL	2.67	2.99	2.89	2.76	2.98	3.11	3.07	3.12	3.14	3.16
PR-4.00	36	54	55	52	53	64	73	65	96	74
D-3.50-99	85	68	84	83	98	81	118	102	116	106
TOTAL	121	122	139	135	151	145	191	167	212	180
# of SA's	424	399	412	395	465	412	496	442	478	450



Commissioner's Cup Running Tally

COMMISSIONER'S CUP - 2025 -- RUNNING TALLY				2026			
SPORT	CUP-SCORE	TALLY			CUP SCORE	TALLY	
MGOLF	4--5		4--5		MGOLF	8--1	8--1
WGOLF	8--0	**	12--5		WGOLF	6--1	14--2
MCC	5--5		17--10		MCC	4--6	18--8
WCC	6--4		23--14		WCC	7--3	25--11
SOCC	4--6		27--20		SOCC	3--7	28--18
FB	8--1		35--21		FB	5--3	33--21
VB	0--10		35--31		VB	3--7	36--28
WREST	6--0	**	41--31		WREST	6--1	42--29
WITRK	3--6		44--37		WITRK	6--4	48--33
MITRK	2--7		46--44		MTRK	4--6	52--39
WBB	5--5		51--49		WBB	10--0	** 62--39
MBB	5--5		56--54		MBB	6--4	68--43
ACRO	5--1		61--55		ACRO	5--1	73--44
WTRK	4--5		65--60		WTRK	6--3	79--47
MTRK	1--8		66--68		MTRK	6--3	85--50
SB	10--0	**	76--68		SB	9--1	* 94--51
BASE	4--6		80--74		BASE	5--5	99--56
			80-74				99--56



Fall Home Dates

- THUR-9-3- FB vs. Millersville
- TUES-9-8- VB vs. WV Tech
- WED-9-9- SOCC vs. Charleston
- SAT-9-12- VB - Home Tri or Quad
- WED-9-16- SOCC vs. Shawnee
- TUES-9-22- VB vs. Shawnee
- WED-9-23- SOCC vs. Frostburg
- FRI-9-25- VB vs. WV State
- WED-9-30- VB vs. Ursuline
- SUN-10-4- SOCC vs. Fairmont
- TUES-10-6- VB vs. WV Wesleyan
- FRI-10-9- VB vs. West Liberty
- SAT-10-10- FB vs. Frostburg (Hall of Fame)
- SUN-10-11- SOCC vs. Wheeling
- FRI-10-16- MBB vs. Garrett CC (Scrimmage)
- SUN-10-18- SOCC vs. Concord
- FRI-10-23- VB vs. Davis & Elkins
- SAT-10-24- FB vs. West Liberty (Homecoming)/ MBB-Scrimmage
- SUN-10-25- SOCC vs. WV State
- WED-10-28- SOCC vs. WV Wesleyan/ VB vs. Salem
- SAT-10-31- FB vs. WV State
- SUN-11-1- WREST- GSU Inv.
- MON-11-2- VB vs. Concord
- SAT-11-14- FB vs. WV Wesleyan
- FRI-11-20- MBB vs. Salem (Kid's Day)
- TUES-11-24- MBB vs. Slippery Rock
- SAT-12-5- WBB-MBB vs. Davis & Elkins
- WED-12-9- WBB-MBB vs. WV State



Fall Schedules

- **SOCCER-**
- 8-15- @ WV Tech (Scrimmage)
- 8-25- @ Indiana (PA) - (Scrimmage)
- 8-29- @ Waynesburg
- 9-2- @ Emory & Henry
- 9-6- @ WV State
- 9-9- Charleston
- 9-13- @ WV Wesleyan
- 9-16- Shawnee
- 9-20- @ Concord
- **SOCCER-**
- 9-23- Frostburg
- 9-27- @ Point Park
- 9-30- @ West Liberty
- 10-4- Fairmont
- 10-7- @ Davis & Elkins
- 10-11- Wheeling
- 10-14- @ Shawnee
- 10-18- Concord
- 10-21- @ Charleston
- 10-25- WV State
- 10-28- WV Wesleyan



Fall Schedules

- **FOOTBALL-**

- 8-27-@ Elon
- 9-3- Millersville
- 9-19-@ Mercyhurst
- 9-26- @Charleston
- 10-3- @ Fairmont
- 10-10- Frostburg
- 10-17-@ Concord
- 10-24- West Liberty
- 10-31-WV State
- 11-7-@ Wheeling
- 11-14- WV Wesleyan

- **MEN'S BASKETBALL-**

- 10-16- Garrett CC (Scrimmage)
- 10-24-WVU
- 11-8-@ Cal (PA) (Scrimmage)
- 11-14-@ WV State Tournament
- 11-15-@ WV State Tournament
- 11-20- Salem (Kid's Day)
- 11-24- Slippery Rock
- 11-28-@ Seton Hill
- 12-2- @ Point Park
- 12-5- Davis & Elkins
- 12-9- WV State
- 12-12-@ Charleston
- 12-16- @West Liberty
- 12-19-@ Salem



Fall Schedules

- **VOLLEYBALL-**

- 8-23 @ Fairmont Super Scrimmage (Bridgeport, WV)
- 8-28-@ Bluefield Tournament
- 8-29- @ Bluefield Tournament
- 9-1-@ Salem
- 9-4-@ Elizabeth City Tournament
- 9-5- @ Elizabeth City Tournament
- 9-8-WV Tech
- 9-12- Home Tri or Quad
- 9-18-@ Point Park
- 9-22- Shawnee
- 9-25- WV State
- 9-29- @ Charleston
- 9-30- Ursuline

- **VOLLEYBALL-**

- 10-2- @ Concord
- 10-6- WV Wesleyan
- 10-9- West Liberty
- 10-10- Wheeling
- 10-16-@ Fairmont
- 10-17-@ Frostburg
- 10-20- @ Shawnee
- 10-23- Davis & Elkins
- 10-26- Charleston
- 10-28- Salem
- 10-30- @ WV State
- 11-2- Concord
- 11-6-@ WV Wesleyan



Fall Schedules

• WOMEN'S BASKETBALL-

- 10-19- Rio Grande (Scrimmage)
- 10-25- @ Morehead (Scrimmage)
- 11-2-@ Cal (PA)
- 11-14-@ Gannon Tournament
- 11-15-@ Gannon Tournament
- 11-21-@ UVA-Wise
- 11-28- Bluefield St.
- 12-2- @ Point Park
- 12-5- Davis & Elkins
- 12-9- WV State
- 12-12-@ Charleston
- 12-16-@ West Liberty

• WRESTLING-

- 11-1- GSU Open
- 11-7-@ UNC-Pembroke
- 11-11-@ Salem (Tri)
- 11-13- Western Colorado
- 11-14-@ Cleveland St.
- 11-21-@ Findlay
- 12-6- @ Lander
- 12-12-@ Lake Erie
- 12-18-20-@ Midwest Classic (U of Indy)



Fall Schedules

• WOMEN'S BASKETBALL-

- 10-19- Rio Grande (Scrimmage)
- 10-25- @ Morehead (Scrimmage)
- 11-2-@ Cal (PA)
- 11-14-@ Gannon Tournament
- 11-15-@ Gannon Tournament
- 11-21-@ UVA-Wise
- 11-28- Bluefield St.
- 12-2- @ Point Park
- 12-5- Davis & Elkins
- 12-9- WV State
- 12-12-@ Charleston
- 12-16-@ West Liberty

• WRESTLING-

- 11-1- GSU Open
- 11-7-@ UNC-Pembroke
- 11-11-@ Salem (Tri)
- 11-13- Western Colorado
- 11-14-@ Cleveland St.
- 11-21-@ Findlay
- 12-6- @ Lander
- 12-12-@ Lake Erie
- 12-18-20-@ Midwest Classic (U of Indy)



Fall Schedules

- **CROSS COUNTRY-**
- 9-4- @ Marshall
- 10-3- @ Louisville
- 10-10-@ Carnegie Mellon
- 10-24- @ Lock Haven
- 11-7-@ MEC Championships (Wheeling, WV)
- 11-21-@ NCAA Regionals (Kernersville, NC)
- **MEN'S GOLF-**
- 9-8-10-@ Charleston (Berry Hills)
- 9-14-16-@ Wally Edgell (Stonewall)
- 9-21-22-@ The Pines (Morgantown)
- 9-28-30- @ Pitt-Johnstown
- 10-4-6-@ MEC Championships (Glade)
- 10-25-27- Ohio Dominican
- **WOMEN'S GOLF-**
- 9-8-10-@ Charleston (Edgewood)
- 9-11-13-@ Ohio Dominican
- 10-4-6-@ MEC Championships
- 10-25-27- Ohio Dominican



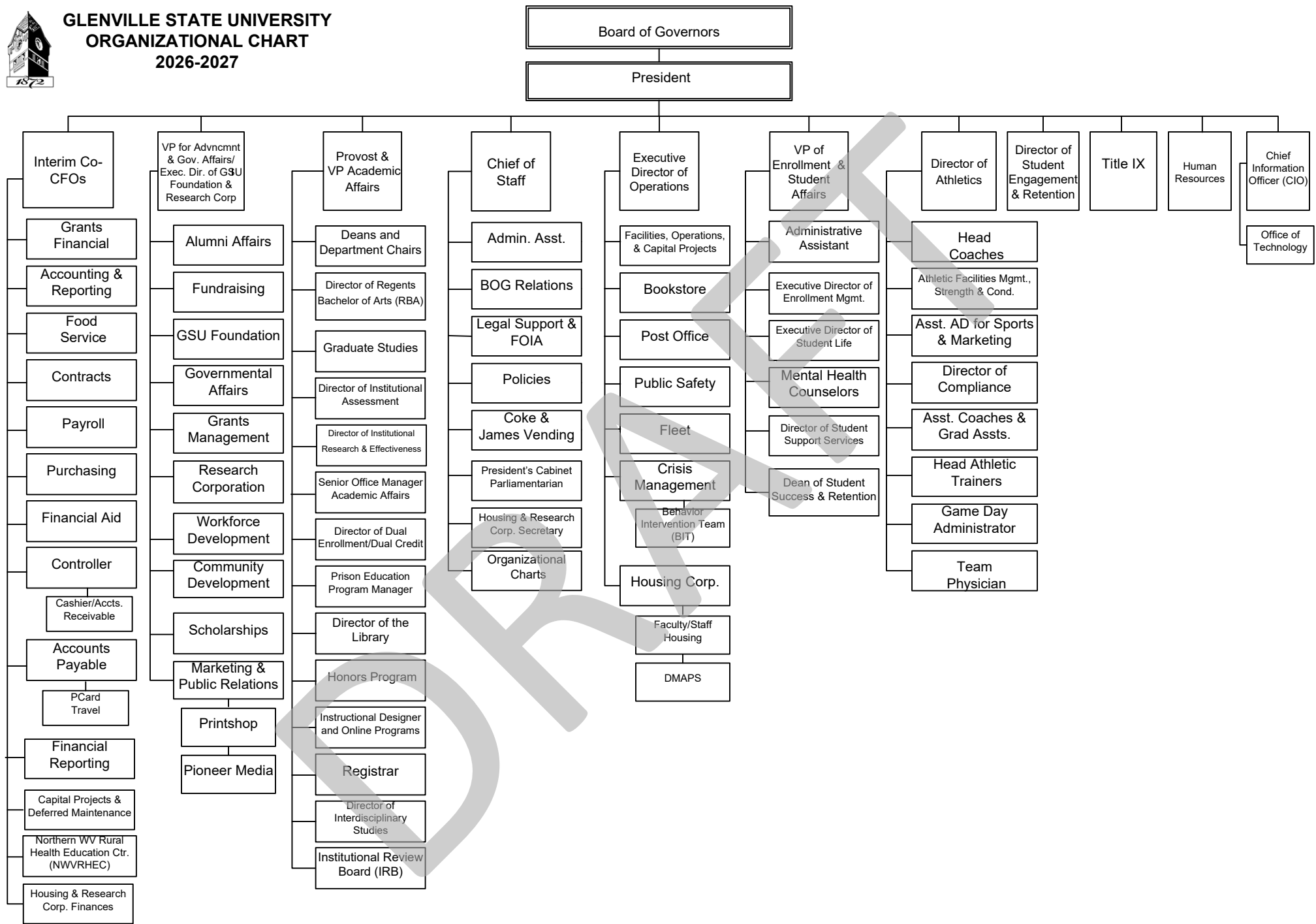
Rosters as of 6/15/2026

- BASEBALL- 40
- SOFTBALL- 26
- WOMEN'S BASKETBALL- 20
- MEN'S BASKETBALL- 20
- WOMEN'S GOLF- 5
- MEN'S GOLF- 15
- MEN'S TRACK- 50
- WOMEN'S TRACK- 30
- ACROBATICS & TUMBLING- 20
- WRESTLING- 49
- CHEER- 8
- BOXING- 6
- FOOTBALL- 116
- SOCCER- 38
- VOLLEYBALL- 33

TOTAL- 476

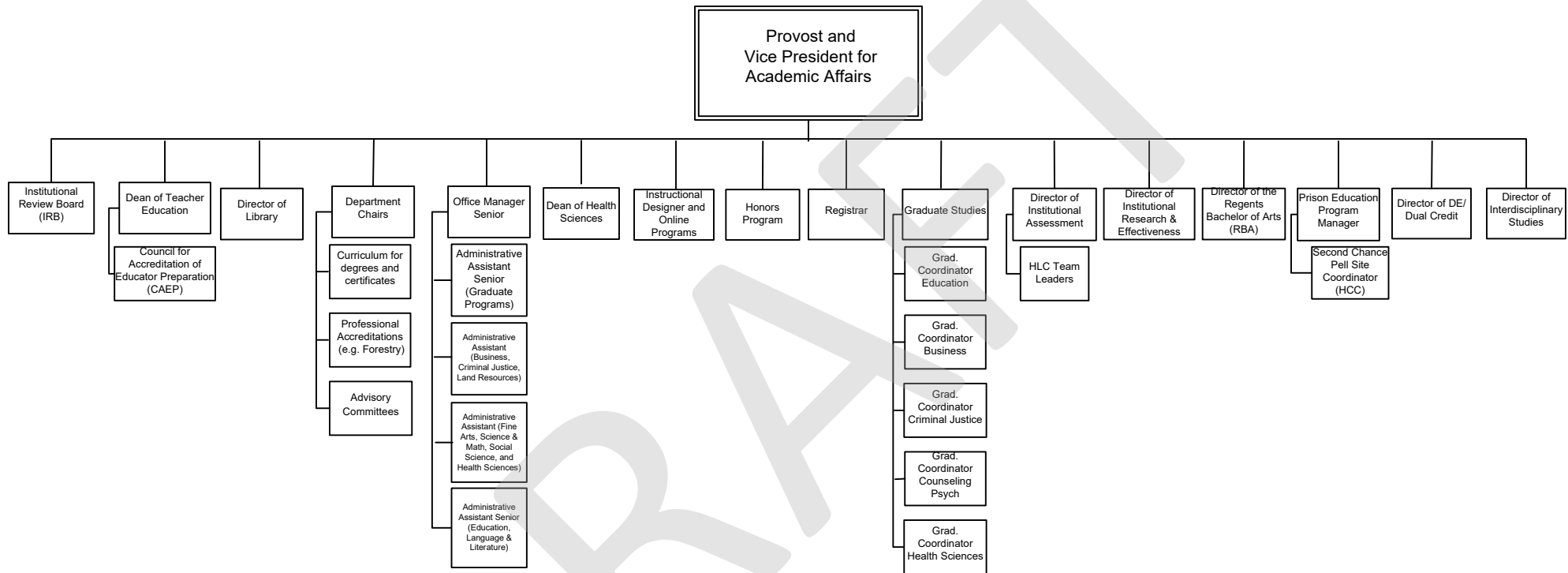


**GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
2026-2027**





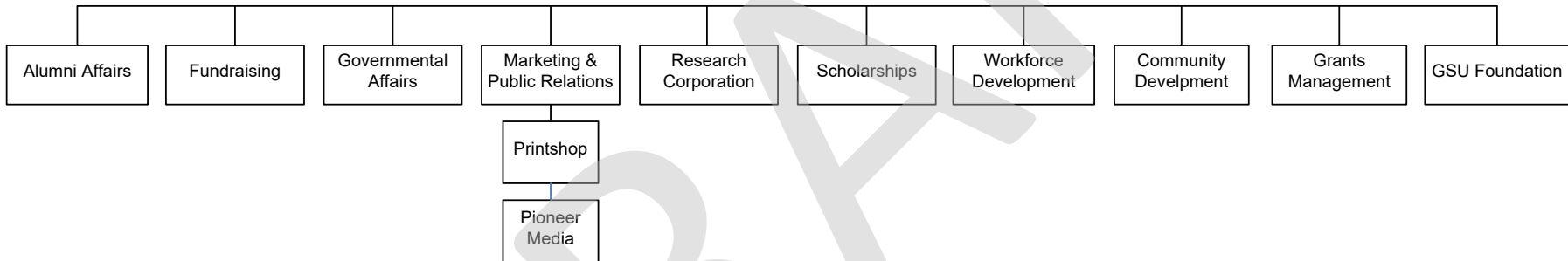
GLENVILLE STATE UNIVERSITY ORGANIZATIONAL CHART Provost & VP for Academic Affairs 2026-2027





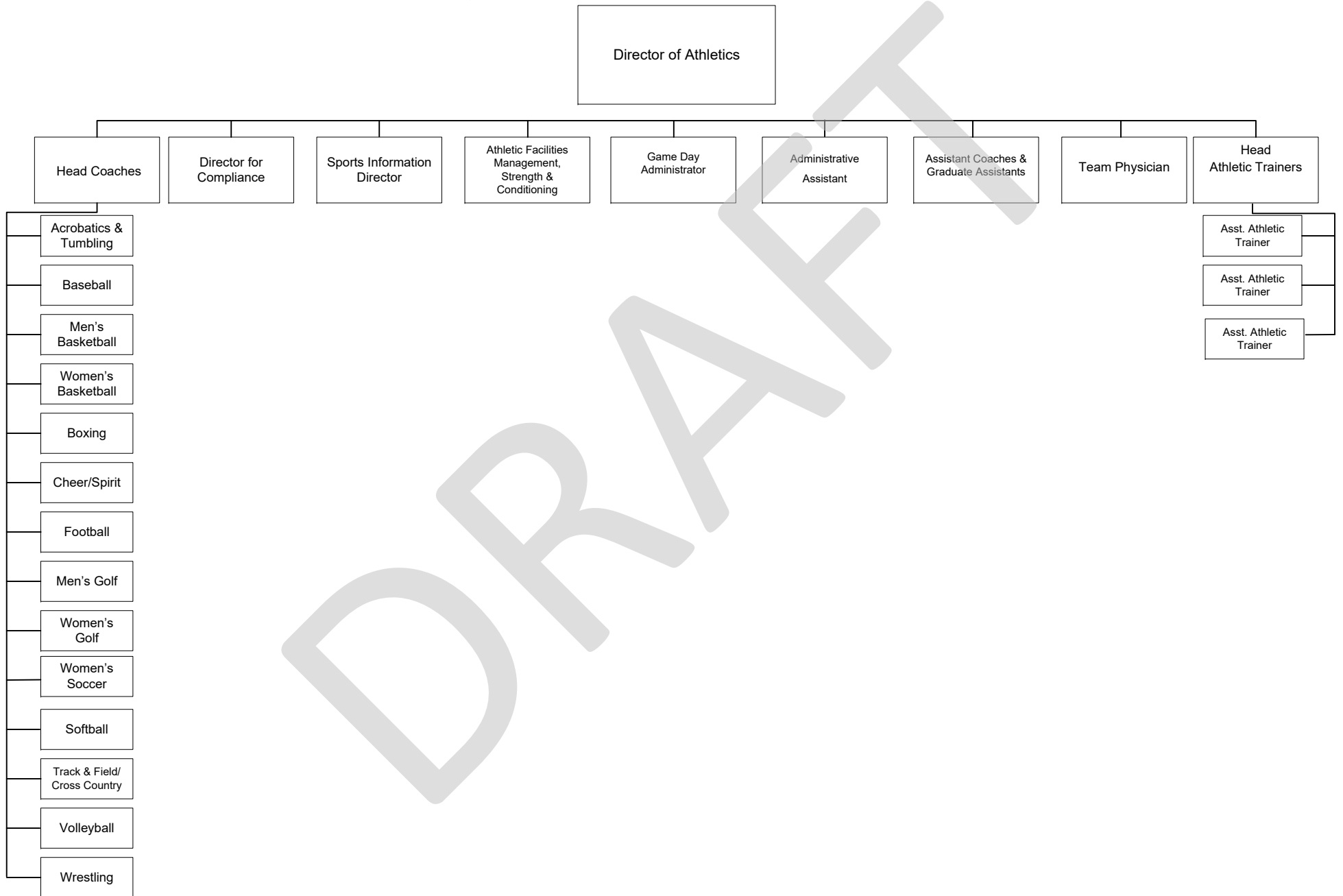
GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Vice President for
Advancement & Governmental Affairs/
Executive Director of
GSU Foundation and
Research Corporation
2026-2027

Vice President for
Advancement &
Governmental Affairs/
Executive Director of
GSU Foundation and
Research Corporation



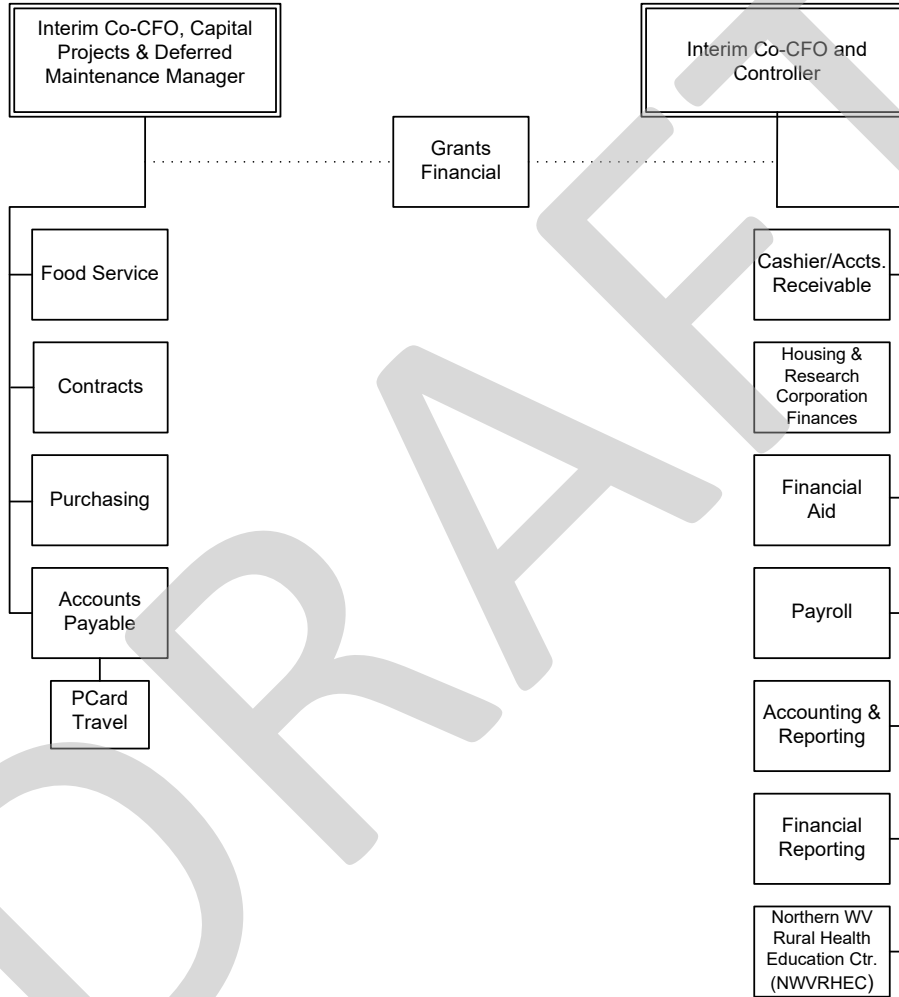


GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Director of Athletics
2026-2027



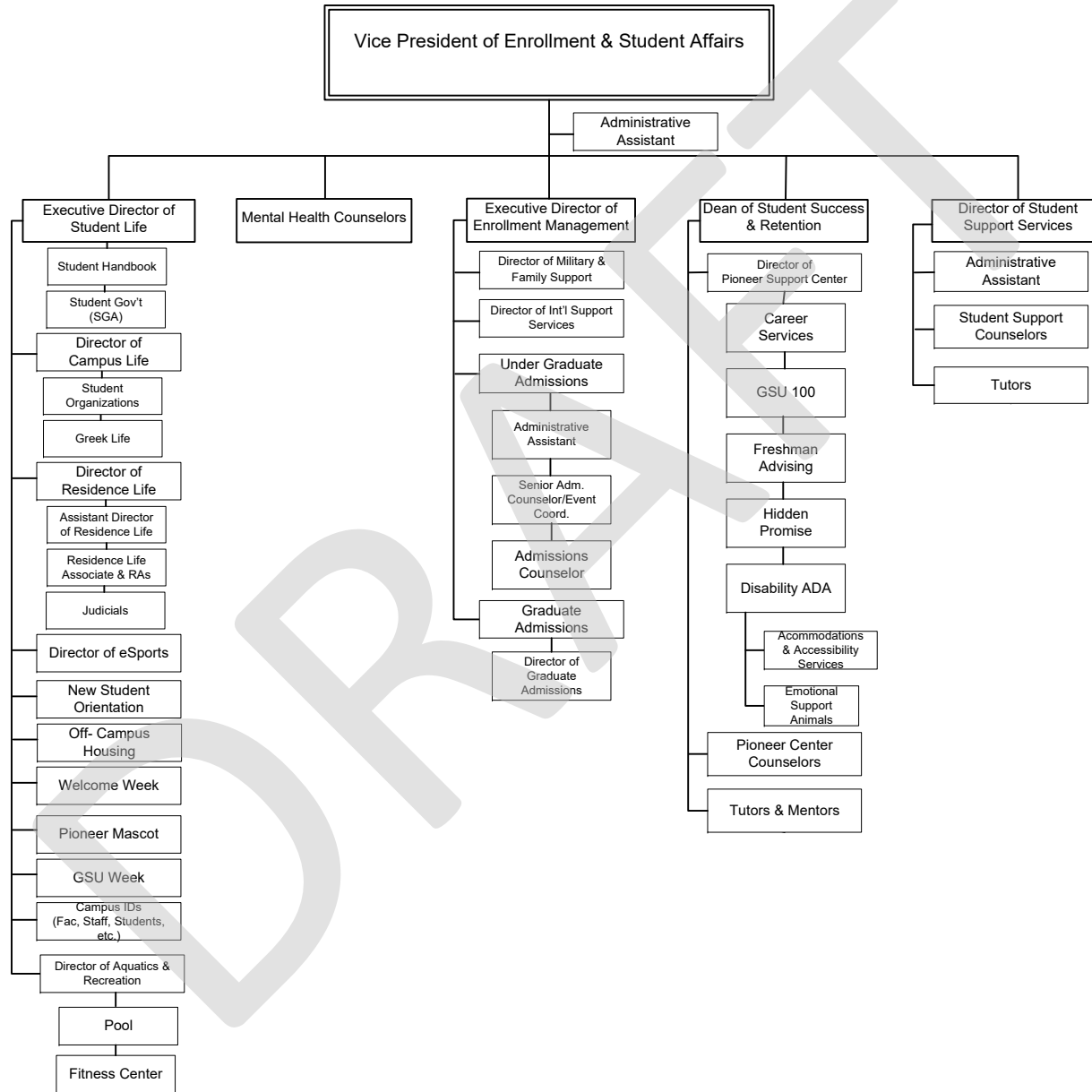


GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Interim Co-CFOs
2026-2027



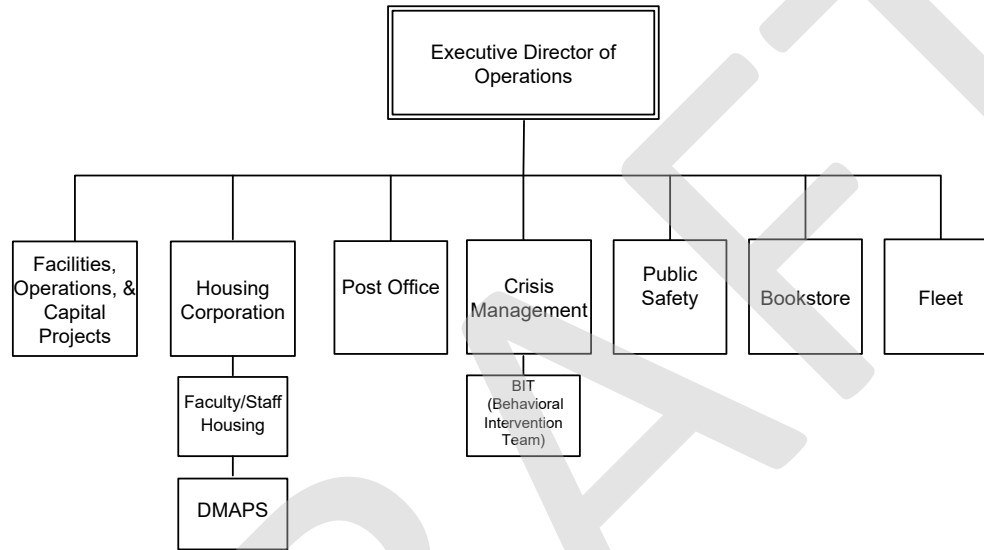


GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Vice President of
Enrollment & Student Affairs
2026-2027



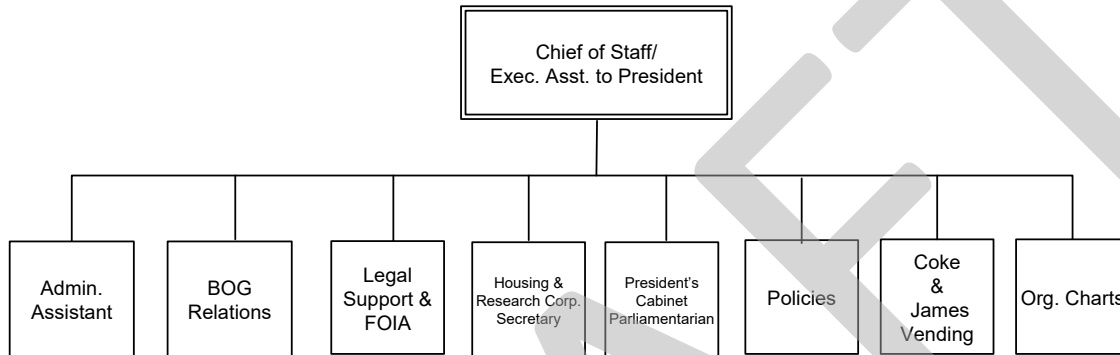


GLENVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Executive Director of Operations
2026-2027





GLENNVILLE STATE UNIVERSITY
ORGANIZATIONAL CHART
Chief of Staff/
Exec. Asst. to President
2026-2027



DRAFT

Glenville State University

GLBA Information Security Program Overview

Policy Reference: GLBA-ISP-OVERVIEW | Date: June 10, 2026

1. Purpose

The purpose of this GLBA Information Security Program Overview is to describe Glenville State University's written information security program for protecting customer information in accordance with the Gramm-Leach-Bliley Act Safeguards Rule and related institutional compliance requirements. This overview serves as the central map of the University's GLBA Information Security Management System and identifies where supporting policies, procedures, appendices, and evidence artifacts are maintained.

2. Scope

This program applies to University systems, data, processes, personnel, vendors, service providers, and technology resources that collect, process, store, transmit, access, or support customer information, including student financial aid, billing, student account, and related financial-service information.

3. Master GLBA Safeguards Rule Subsection Map

Safeguards Rule Element	Exact Reference	GSU Policy / Evidence Alignment
Qualified Individual oversight	16 CFR 314.4(a)	GLBA-ISMS-08 Qualified Individual Oversight Policy; Annual QI Written Report Template.
Written risk assessment	16 CFR 314.4(b)(1)-(2)	Information Security Risk Assessment Policy; Customer Information Safeguards Risk Assessment; Risk Register.
Access controls and least privilege	16 CFR 314.4(c)(1)(i)-(ii)	User Access Request Policy/Form; User Access Review Policy; AD/Banner/Argos/Shared Drive appendices.
Inventory and management of data, personnel, devices, systems, and facilities	16 CFR 314.4(c)(2)	Customer Information System Inventory and Data Flow Map Workbook; Physical Safeguards Evidence Matrix; Data Classification and Handling Standard.
Encryption and QI-approved compensating controls	16 CFR 314.4(c)(3)	Encryption Coverage Matrix and QI-Approved Compensating Controls Register.
Secure development and external application review	16 CFR 314.4(c)(4)	Secure Development and External Application Security Review Policy/Form and SDLC appendix.
Multi-factor authentication and QI-approved alternatives	16 CFR 314.4(c)(5)	MFA Coverage Matrix and MFA Exception Register.

Data retention and secure disposal	16 CFR 314.4(c)(6)(i)-(ii)	Data Retention and Secure Disposal Policy; Evidence Tracker; Media Disposal evidence.
Change management	16 CFR 314.4(c)(7)	Change Management Policy, Change Request Template, and Evidence Tracker.
User activity logging and monitoring	16 CFR 314.4(c)(8)	Logging and Monitoring Evidence Workbook; Incident Response Evidence Workbook.
Testing and monitoring	16 CFR 314.4(d)(1)-(2)	Security Testing and Monitoring Policy; Patch and Vulnerability Management Procedure/Tracker; Scan Schedule.
Security awareness and qualified security personnel	16 CFR 314.4(e)(1)-(4)	Security Awareness and Training Policy; Security Training Evidence Tracker; personnel training/update evidence.
Service provider oversight	16 CFR 314.4(f)(1)-(3)	Vendor and Third-Party Security Management Policy; vendor workbook, contract checklist, evidence tracker.
Program evaluation and adjustment	16 CFR 314.4(g)	Program Evaluation and Adjustment Policy; QI oversight; annual review evidence.
Written incident response plan	16 CFR 314.4(h)(1)-(7)	Cybersecurity Incident Response Plan; Incident Response Evidence Workbook.
Annual Qualified Individual written report	16 CFR 314.4(i)(1)-(2)	Annual QI Written Report Template and supporting metrics/evidence.
FTC notification events	16 CFR 314.4(j)(1)-(2)	Incident Response Plan and Breach Reporting Log for notification-event evaluation.

4. Governance and Qualified Individual

Glennville State University shall designate a Qualified Individual responsible for overseeing and enforcing the information security program in accordance with 16 CFR 314.4(a). The Qualified Individual coordinates with the Office of Technology, Information Security Officer or designated security authority, CIO, CFO, Legal Counsel, Human Resources, Procurement, data owners, system owners, and department heads as needed.

5. Customer Information and Data Inventory

Customer information shall be identified, classified, mapped, protected, and reviewed according to risk. Inventory and data-flow evidence is maintained through the Customer Information System Inventory and Data Flow Map Workbook and aligned to 16 CFR 314.4(c)(2).

6. Safeguards Summary

Administrative, technical, and physical safeguards are designed and implemented to control risks identified through the written risk assessment. The program maps safeguards to 16 CFR 314.4(c)(1)-(8), including access controls, inventory, encryption, secure development, MFA, data disposal, change management, and user activity monitoring.

7. Evidence Artifacts

The University maintains evidence artifacts including the risk register, access request/review records, MFA and encryption matrices, vendor workbook, logging and monitoring workbook, incident response evidence workbook, backup recovery validation evidence, security training tracker, patch/vulnerability tracker, physical safeguards matrix, data retention tracker, change management tracker, and citation alignment index.

8. Program Evaluation and Reporting

The program shall be evaluated and adjusted in accordance with 16 CFR 314.4(g). The Qualified Individual shall report in writing at least annually to the Board of Governors, equivalent governing body, or designated senior officer in accordance with 16 CFR 314.4(i)(1)-(2).

9. Incident Response and Notification Events

The University shall maintain a written Cybersecurity Incident Response Plan aligned to 16 CFR 314.4(h)(1)-(7). Notification events involving at least 500 consumers shall be evaluated under 16 CFR 314.4(j)(1)-(2), along with applicable FSA, state, contractual, insurance, and legal notification obligations.

References

- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(a), Qualified Individual.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(b), written risk assessment.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(c)(1)-(8), safeguards design and implementation.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(d), testing and monitoring.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(e), security awareness and personnel.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(f), service provider oversight.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(g), program evaluation and adjustment.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(h), written incident response plan.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(i), annual Qualified Individual written report.
- Gramm-Leach-Bliley Act Safeguards Rule, 16 CFR 314.4(j), FTC notification events.
- FSA guidance requiring institutions and servicers to meet the Safeguards Rule at 16 CFR Part 314.

Change Log

Date	Version / Change	Owner / Approval
June 10, 2026	Updated to add exact GLBA Safeguards Rule subsection references and align cross-document citations.	Office of Technology / Qualified Individual

Policy Approval

This individual policy/procedure approval block is intentionally limited to the Chief Information Officer and Chief Financial Officer. At the time of approval, the Chief Information Officer also serves as the Qualified Individual and Information Technology leadership signatory. Presidential or Board approval is handled through the Information Technology Policy Packet Approval and Sign-Off document unless a specific policy requires separate higher-level approval.

Approval Role	Printed Name	Title	Signature	Date
Chief Information Officer / Qualified Individual / IT Leadership				
Chief Financial Officer				

Glennville State University Board of Governors
Meeting of June 24, 2026

ACTION ITEM:	GSU Strategic Plan
COMMITTEE:	Committee of the Whole
RECOMMENDED RESOLUTION:	Be it RESOLVED that the Board of Governors approve the GSU 2026-2031 Strategic Plan, as proposed.
STAFF MEMBER:	Dr. Mari L. Clements, Provost & VP for Academic Affairs

BACKGROUND:

Work on the 2026-2031 strategic plan began in spring 2023, with each VP queried about the progress made and projects planned under the 2021-2026 plan. In fall 2023, work on the new strategic plan began in academic units. Over the next year, working with their faculty, each dean or chair submitted a complete strategic plan for their department or college. By fall 2024, each plan included the mission and vision for the unit, and goals for the next five years along with the initiatives and projects that would be used to reach those goal and the point persons for each initiative and project, along with the task timelines and success indicators for each goal (a model structure that informed larger unit and the university plan as well). During 2024-25, those department- or college-level plans were shared among the deans, chairs, and provosts, and updates and refinements were made. Simultaneously and on request, the provost worked with other VPs and unit heads to clarify and bring into a common structure the strategic plans for other areas within the university, with updates provided to the Board along the way.

In 2025-26, the focus shifted from component plans to crafting the overall university strategic plan. In September and October, 2025, the entire university community (faculty, staff, students, and board) were surveyed. The results overwhelmingly reaffirmed the university mission statement, with only 8% of the 163 respondents indicating that the mission statement should be changed. The survey also polled the university community about the goals that had been distilled from the strategic plans created in each operational and academic area, and these were all affirmed as either critical or important to include in the university's strategic plan.

The survey was, however, less helpful in providing impetus for a vision statement for the 2026-31 strategic plan. To that end, in January 2026, during a university-wide meeting of faculty, staff, and student employees, suggestions for key ideas, words, and phrases were solicited. A word cloud of the written responses was generated and shared with the president and cabinet. In conversation with the president, the vision statement was synthesized as "Glennville State University will be known as a place where great things are happening in academics, engagement, operations, and

athletics,” with the short version of “Great things are happening at Glenville State University—academically, athletically, and operationally.”

With the mission, vision, goals, initiatives and projects, and task timelines and success indicators now in place for the university strategic plan and all component plans, the 2026-2031 strategic plan is a concise, aspirational but achievable, sustainable plan for the university’s next five years.

GREAT THINGS ARE HAPPENING AT GSU



2026 STRATEGIC PLAN

June 24, 2026

Dear Members of the Glenville State Community,

I'm pleased to present to you the 2026-31 GSU Strategic Plan: Great Things Are Happening at GSU! This plan builds on the successes of our 2021-2026 strategic plan to lay the groundwork for the next phase at GSU.

The plan reflects the contributions of faculty, staff, students, administrators, alums, and board members, and it also reflects my vision for the university. Over the past two academic years, my team and I have worked from the ground up to understand what is important to members of the GSU community.

Two years ago, we began with individual academic departments, with faculty members identifying where and how their areas needed and wanted to grow. Those plans were shared across departments in discussions with department chairs and deans, and ideas originated in faculty meetings flowed up into the overall Academic Affairs strategic plan you see later in this document.

At the same time, VPs and leaders of other areas were meeting with their teams, identifying key goals and metrics that would best enable their areas to advance the university. Once those unit plans were drafted, the common themes, goals, and ideas were circulated to the entire university community.

Last fall, the university community—students, staff, faculty, administrators, and board members—were formally surveyed. They resoundingly reaffirmed the GSU mission:

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

and strongly endorsed the goals distilled from each area within the university. In a large meeting of all faculty, staff, and administrators at the beginning of 2026, we further solicited ideas about what the university's vision for the next five years should be. I and my cabinet reviewed those written responses, and the plan you see on the following pages is the result of this work.

I'm proud of what we are doing at Glenville State University, and I believe that this plan presents and organizes that work in a helpful way. The university plan and each component plan combine our aspirational goals and lays out the projects and initiatives we have planned to reach those goals. Even more importantly, this plan specifically delineates our timelines and how we will know we have succeeded in reaching our goals. I firmly believe that GSU is a place where wonderful people have done, are doing, and will do wonderful things: Great Things Are Happening at GSU!

Go Pioneers!

Dr. Mark A. Manchin, President

Glenville State University 2026-2031 Strategic Plan:

Great Things Are Happening at GSU

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

VISION
Glenville State University will be known as a place where great things are happening in academics, engagement, operations, and athletics. Short version: Great things are happening at Glenville State University—academically, athletically, and operationally.

GOALS
Academic Growth
Provide relevant academic programs
Improve graduation rates
Improve student retention

Engaged Vitality
Increase enrollment
Elevate GSU's public profile
Increase constituent engagement
Increase philanthropic support to the university

Operational Excellence
Improve university facilities
Improve clarity, transparency, and ease of use of university processes
Optimize data security
Improve university website
Increase retention of faculty and staff
Maximize university facility use

Athletic Strength
Improve performance in MEC Commissioner's Cup
Increased academic performance across teams
Increased net revenue through roster management

INITIATIVES & PROJECTS
Academic Growth
Launch MA in Clinical Psychology (Psychology faculty)
Launch two-year RN degree (Nursing Director, Health Sciences Dean, Provost)
Update program review process to increase feedback and usability of results by spring 2029 (Department Chairs, Deans, Assessment Committee, Provost)
Create support and communication webs with advisors, instructors, Pioneer Support Center, and coaches (VP Enrollment & Student Affairs, Provost, Athletic Director, Dean of Student Success & Retention)

Engaged Vitality
Employ admissions tracking software (Admissions Director)
Strategically deploy admissions counselors (Admissions Director)
Engage chairs and faculty in recruitment (Admissions, Deans, Chairs)
Promote great things (PR & Marketing, VPs)
Strengthen GSU-Glenville connections (President, VPs)
Maximize opportunities for alumni engagement (Alumni Director)
Identify additional donors (VP of Advancement)

Operational Excellence
Complete deferred maintenance projects (ED Operations)
Complete Morris Family Health and Fitness Center (ED Operations)
Fully implement purchasing software (Business & Finance)
Audit processes for pain points and identify solutions (VPs)

Implement and enforce required cybersecurity training (IT)
Achieve compliance with data security best practices (IT)
Complete website update (IT, unit heads)
Address salary compression and inversion (CFO, Wage Task Force)
Provide opportunities for faculty and staff development (Provost, Staff Council)
Develop processes and fee structure for facility use (CFO, ED Operations)
Create coordinated central calendar (VPs)

Athletic Strength
Support performance through upgraded football and track facilities as well as strength and conditioning evaluations (ED Operations, AD)
Set performance goals for individual teams and coaches (Athletic Director)
Continue 4.0 ceremony and recognition (AD, Provost)
Fully implement Academic Game Plan (Coaches, Academic Liaison, PSC)
Set roster goals for individual teams and coaches (Athletic Director)
Effectively manage scholarships (Athletic Director, Coaches, VP Advancement)

TASK TIMELINES AND SUCCESS FACTORS
Academic Growth
Admit 10 students to MA in Clinical Psychology in first cohort by fall 2027
Admit 20 students to prenursing by fall 2028 and 12 to nursing by spring 2029
Meaningful program changes/reaffirmations on annual and five-year reviews
5% increase in referrals to PSC by spring 2027
Team GPA increase of .05 for teams with GPAs below 2.75 and of .01 for teams with GPAs between 2.75 and 3.0
38% six-year graduation rate by spring 2031
70% fall-to-fall retention rate by fall 2028

Engaged Vitality
8+ Chairs/Deans and 100% Admissions use software by spring 2027
2 new markets identified and 2 unproductive markets dropped by spring 2027
100% departmental representation at 80% of on-campus recruiting events
4 new departmental ad campaigns by spring 2028; 8 by spring 2031
Engage five new community members in GSU advisory committees by 2030
Increase in attendance at alumni events of 5% per year
Increase in number of alumni donors of 2% per year
Ten new donors annually

Operational Excellence
Current construction projects completed and debris removed by spring 2028
Classes held in Morris facility by fall 2027
80% compliance with purchasing process by spring 2027; 95% by spring 2028
At least 2 processes identified for improvement by spring 2028, 4 by 2029
At least 1 process significantly improved by fall 2028, 2 by fall 2029
90% employee and 80% student completion of training by spring 2028
Data security protocols developed by fall 2026 and implemented spring 2027
Increase in length of website visit time of 10% by spring 2030
Annual salary adjustments to include data-based adjustments each spring
3% increase in development funds utilization annually through 2031
Increase in rental income of 3% annually by spring 2029
Reduction in competing events to near zero by spring 2029

Athletic Strength
100% of teams undergoing evaluation by Exercise Science by spring 2031
5% increase in average attendance at football games and track events by 2027
Improved performance in MEC Commissioner's Cup each year
100 honorees by fall 2026, and 2% increase annually
10% increase in use of PSC by athletes and 5% reduction in attrition by 2031
95% attainment of roster goals by 2028
Net revenue increase of 2% annually

Academic Affairs Strategic Plan 2026-2031

MISSION

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

VISION

Glenville State University will further strengthen academic offerings tailored to central West Virginia needs but with national applicability.

GOALS

Excellence in Offerings
Provide academic programs that maximize student success post-graduation

Student Success
Improve retention rates
Improve graduation rates

Faculty Thriving
Reduce faculty turnover
Increase faculty morale

Improve Processes
Provide clarity, transparency, and ease of use for all academic processes

INITIATIVES & PROJECTS

Excellence in Offerings

Evaluate every degree program for relevance, enrollment, and outcomes in 5-year program review process (Chairs, Provost)

Develop innovative, stackable, credit-bearing microcredentials that meet student and workforce needs and are badged and transcribed (Chairs, Provost, Registrar/Certification Analyst)

Student Success

Revise series 28 to increase admissions requirements (VP of Enrollment & Student Affairs, Provost, Academic Policy)

Strengthen faculty engagement with Pioneer Success Center in early warning and in tutoring centers (PSC, faculty)

Review and present options for microcredential or degree completion to struggling students (Director of IRE, Provost, Advisors, PSC)

Identify toxic combinations using AdAstra (Dean of Student Success, Provost) and communicate to faculty

Revise plans of study to avoid registration blockages and reduce toxic combinations (Provost, Chairs)

Award microcredentials along the way (Certification Analyst)

Faculty Thriving

Recognize faculty excellence by raising salaries and implementing merit-based stipends (Co-CFOs, President, Provost, Chairs)

Implement exit survey to identify common issues (Provost)

Reduce faculty overload by addressing course rotations and plans of study, and redirect funds to base salaries (Provost, Co-CFOs, Chairs)

Improve Processes

Using enrollment data, optimize course rotations and plans of study (Provost, Chairs, Curriculum Committee)

Audit forms and processes, and communicate to faculty and students (Academic Affairs, Registrar)

TASK TIMELINE & SUCCESS INDICATORS

Excellence in Offerings

Changes recommended and made as necessary subsequent to each program review (ongoing, as per review schedule)

Creation and launch of at least one microcredential per academic unit by spring 2029

Implementation of badges (as facilitated by HEPC) by spring 2027

Student Success

New admission criteria implemented by spring 2026

Increase of 5% in faculty referrals for tutoring in AY 2026-27

Five struggling or stopped out students awarded some credential by spring 2027, with annual increases of 5 students

Revision of plans of study and course rotation by spring 2028

Development of process and award of at least five microcredentials by spring 2028

Faculty Thriving

Merit-based raise process created and communicated no later than fall 2026

Exit survey developed and launched by spring 2027

Reduction of faculty overload (without corresponding rise in adjunct use) by 10% by AY 2027-28

Revision of plans of study and course rotation by spring 2027

Improve Processes

Revision of plans of study and course rotation by spring 2027

All forms reviewed and amended by fall 2027

MISSION

The Glenville State University Foundation is singly focused on the raising of funds from non-state sources to assist Glenville State University in reaching its mission.

GOALS	INITIATIVES & PROJECTS
Increase awareness of and advocacy for the University resulting in broad recognition of GSU's teaching, learning, and service excellence	<ul style="list-style-type: none"> Compile a list of department needs/wants (Department Chairs, Fundraising Director) Release a Day of Giving "ask" email to each Department's Alumni (Fundraising Director) Utilize Alumni Council and outreach to alumni (Director of Alumni Relations) Solicit alumni to nominate self-nominations for alumni spotlights/awards (Director of Alumni Relations) Monthly email newsletter and annual Pioneer Progress magazine (Alumni Director, PR) Connect with alumni and friends through phone calls, email, Online Express, and campus and alumni events (Director of Alumni Relations, VP of Advancement, Fundraising Director, Annual Fund Coordinator) GSU Day at Capitol and GSU Legislative Reception (VP of Advancement, President) Continual networking through phone calls, emails, and meetings (VP of Advancement, President, Director of Marketing and University Relations) Collaborate with surrounding counties and agencies to help secure funding for campus/community projects (VP of Advancement, President)
Broaden and deepen constituent engagement with the University, developing meaningful relationships with GSU's alumni, friends, and students	<ul style="list-style-type: none"> Implement Pioneer Network and Student Ambassador Program (VP of Advancement, Director of Marketing and University Relations) Implement Peer to Peer Fundraising (VP of Advancement, Fundraising Director, Annual Fund Coordinator) Provide training to athletic/academic departments to be champions and fundraisers (Fundraising Director) Incentives and thank you throughout Giving Day to recognize donors (VP of Advancement, Fundraising Director, Annual Fund Coordinator) Incorporate challenges and matches (VP of Advancement, Fundraising Director, Annual Fund Coordinator) Provide on-boarding for new Foundation hires and GSU Board members (Advancement Team) Update by-laws, policies, and procedures (Advancement Team) Strategic fundraising throughout the year (Advancement Team) Semiannual investment committee meetings (Foundation Investment Committee) Review monthly reports (Foundation Investment Committee)
Expand philanthropic support to the University	<ul style="list-style-type: none"> Compare our investment return with market (Foundation Investment Committee) Educate staff/faculty on branding (Director of Marketing and University Relations, VP of Advancement) Design social media plan (Director of Marketing and University Relations) Monthly analytic review (Director of Marketing and University Relations) Develop Event Calendar (Assistant Athletic Director, Athletic Director, Coaches) Recurring Gift emphasis for younger alumni (Advancement Team)
Enhance the campus philanthropic culture and continue to build a top-performing Advancement organization with an integrated infrastructure and a highly collaborative focus	<ul style="list-style-type: none"> Individual phone calls, emails, and outreach for PAC (Assistant Athletic Director, Athletic Director, Coaches) Fall and Spring Mailings, with segmented communication to young donors (Annual Fund Coordinator Fundraising Director) Hold one Fundraising Event and compile a VIP call/follow-up list (Annual Fund Coordinator, Fundraising Director) Solicit grants and corporations (Annual Fund Coordinator, Fundraising Director, VP of Advancement) Outreach and thanks to potential President's Circle Donors (VP of Advancement, Annual Fund Coordinator, Fundraising Director) Staff Professional Training (Advancement Team) Seek out and apply for scholarship grants from other foundations (Fundraising Director, Scholarship Coordinator) Recognize and thank donors with an acknowledgement and/or gift receipt (Fundraising Director, Scholarship Coordinator, Director of Alumni Relations) Membership Drive Letter for Women's Leadership Circle Vibrant Women's Leadership Circle event schedule

VISION

Advancement will continue to tell the stories of our campus community and alumni – illustrating why Glenville State University is a great place to learn, work, grow, and thrive – while supporting students, faculty, staff, and the institution through scholarships, grants, awards, and endowments.

TASK TIMELINES & SUCCESS INDICATORS
Collaborate with Academic Departments to raise minimum of \$1,000 for each department annually
Serve on local Economic Development Board
Serve on Region 7 Planning and Development Council
Fundraising calendar created annually
Onboarding packet containing GSU Foundation overview and information created by fall 2028
By-laws updated by fall 2028, policies and procedures by fall 2029
Investment portfolio returns equal to or greater than market annually
Daily Social Media Posts with increasing engagement across all key platforms as measured monthly
\$30k+ per Sport in PAC funds by spring 2031
Increase PAC Membership by 5% by fall 2030
Increase PAC Sponsorship by 5% by fall 2030
\$100,000 raised for Pioneer Fund
Increase in planned giving of 5% by fall 2031
3% increase in number of President's Circle donors by spring 2029
All staff will complete annual required training through Vector LMS
Staff will complete 6 Blackbaud Training/Webinars a year.
3 Advancement Team members will attend at least 1 professional development conference a year
Number of new scholarships increased by at least one per year
Amount of scholarship money available to students increased by 2% per year
Number of scholarships that will offset tuition discounts increased by at least 1% per year
Automated "Thank You" for online donations implemented by fall 2026
All gifts recognized in the Annual Pioneer Progress
Increase the number of WLC members by 5% by fall 2030
Host at least four Events a year
Raise over \$10,000 for WLC scholarships

**Advancement
Strategic
Plan
2026-2031**



Athletics Strategic Plan 2026-2031

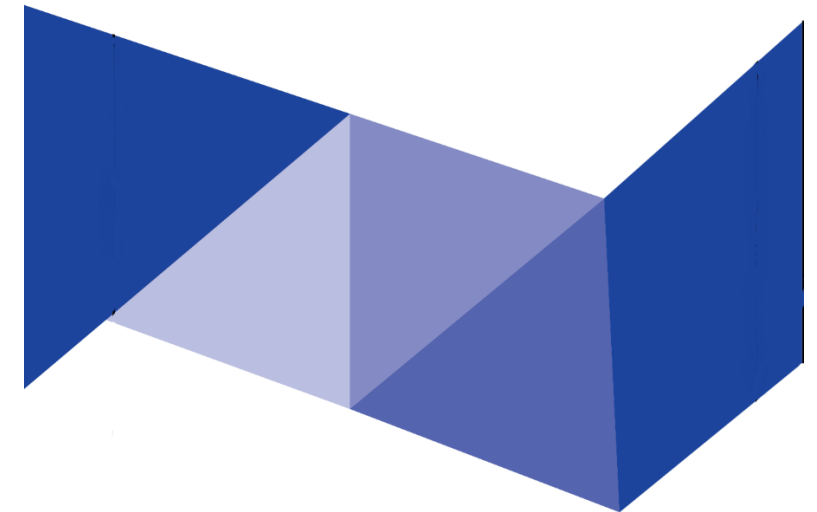
MISSION

The objective of the Athletic Department is to reflect and support the mission of Glenville State University through intercollegiate athletics. Glenville State University Athletics is committed to operating a program which meets the recognized standards of excellence set forth by NCAA Division II and is dedicated to the recruitment of academically able and socially responsible student athletes.

VISION

To be recognized as a leader in the Mountain East Conference in both athletics and academics.

GOALS	INITIATIVES & PROJECTS	TASK TIMELINE & SUCCESS INDICATORS
<p><u>Increase Net Revenue, Recruitment, and Retention</u></p> <p>To ensure sustainability and improved resources for Athletics and the university, net revenue will be increased</p> <p>Recruit student athletes sufficient for program depth and financial sustainability</p>	<p><u>Increase Net Revenue</u></p> <p>Set roster and retention goals for each sport (AD, coaches) Train coaches in budget management (business ops staff) Establish new sponsorships/partnerships (foundation, athletics) Creative marketing (e.g., social media, youth sports outreach) to increase attendance</p>	<p><u>Increase Net Revenue</u></p> <p>Each team meeting roster goals by FY 2027 Recruit at least 500 student athletes by fall 2027 Retain 85%+ of student athletes fall to spring by spring 2028 Fully fund 100 scholarships through student tuition by fall 2027 All teams within budget by end of FY 2027 All programs will have raised \$24,000 in support by FY 2027 Achieve 10% increase in attendance by FY 2027</p>
<p><u>Academic Success</u></p> <p>Prioritize academic as well as athletic performance</p>	<p><u>Academic Success</u></p> <p>Increase engagement of Academic Oversight Coordinator with student athletes, faculty, PSC and SSS Target WV Promise Scholars in recruitment (admissions, coaches) Encourage faculty-coach contact for students in academic distress (faculty, coaches) Continue 4.0 ceremony (AD, academic affairs)</p>	<p><u>Academic Success</u></p> <p>5% or fewer student athletes with multiple insufficient grades at 4-week or midterm; each receiving formal improvement plans Increase of 5% annually in Promise Scholars on rosters Increase of 5% each semester in contacts Increase of 2% each AY in 4.0 recipients</p>
<p><u>Alumni Outreach</u></p> <p>Engage alumni for lasting connections with Athletics</p>	<p><u>Alumni Outreach</u></p> <p>Update Alumni database (alumni affairs, alumni association) Produce MBB and football history publications (coaches, AD, librarian) Leverage homecoming events for honoring alums (e.g., championship teams, homecoming queens, Pioneer mascot, coaches)</p>	<p><u>Alumni Outreach</u></p> <p>Increase alumni attendance/engagement by 10% by AY 2027-2028 At least two program databases updated each academic year Two history publications produced each year At least five alumni events per AY by AY 2027-28</p>
<p><u>Facility Management</u></p> <p>To provide top flight facilities for athletic events, practice, and training</p>	<p><u>Facility Management</u></p> <p>Construction of Ike & Sue Morris Stadium & Morris Family Health and Fitness Complex (facilities) Stay abreast of necessary maintenance items (athletics, facilities)</p>	<p><u>Facility Management</u></p> <p>Completion of Morris Complex by spring 2027 Replacement of worn or damaged equipment as needed</p>
<p><u>Staffing</u></p> <p>To ensure dynamic, qualified, proactive, and successful head coaches and assistants across all programs</p>	<p><u>Staffing</u></p> <p>Continue use of clear and transparent coach evaluation process, including attention to academic performance, athletic performance, and enrollment management (AD) Weekly (in-season) and bi-weekly (out-of-season) coaches meetings (coaches, AD) Onboarding for new coaches (AD, business operations staff)</p>	<p><u>Staffing</u></p> <p>Increase departmental GPA to 3.2 by AY 2027-28 Maintain or improve Commissioner Cup standing annually Each coach maintaining 80%+ retention</p>



MISSION

The Business and Finance Division ensures students, faculty, and staff have the necessary fiscal and operational resources to foster growth and to lead future generations. It is the Division’s mission to be transparent and to be a responsible steward of the University’s fiscal resources.

VISION

The Business and Finance Division strives to enhance its operations, becoming the most operationally and fiscally efficient four-year institution in the State of West Virginia.

GOALS

INITIATIVES & PROJECTS

TASK TIMELINES & SUCCESS INDICATORS

Increase Faculty and Staff Professional Development

Increase Faculty and Staff Professional Development

Increase Faculty and Staff Professional Development

Make professional development opportunities accessible to faculty and staff

Increase staff professional development budget (Staff Council, Co-CFO)

Increase of 10% of staff pursuing professional development by 2031

Improve Instructional Facilities

Provide certificates/other recognition for professional development (HR, Business & Finance Team)

50% faculty engaging in professional development by 2031

Enhance a welcoming and functional educational environment

Improve Instructional Facilities

Enhance Instructional Facilities

Complete deferred maintenance projects (Operations, Co-CFO)

Deferred maintenance projects complete by spring 2028

Increase Enrollment in a Predictable and Sustainable Fashion

Increase Enrollment in a Predictable and Sustainable Fashion

Current construction projects complete by spring 2027

Place GSU education within reach for all interested and qualified students

Develop new scholarship programs (Scholarship Task Force)

Increase Enrollment in a Predictable and Sustainable Fashion

Improve Business Processes

At least one new scholarship created annually

Improve Business Processes

Implement new purchasing software (Co-CFO, Administrative Assistant)

Increase of new student enrollment by 3% annually

Improve transparency, clarity, and response time for all business procedures

Implement reporting software to eliminate hand reconciliations by linking to Banner and Oasis (Co-CFOs)

Improve Business Processes

Develop and Maintain a Master Capital Operating Plan

Develop and Maintain a Master Capital Operating Plan

Response time shortened to < one week for GSU approvals

Provide adequate funding for a robust master capital operating plan

Develop a strategy to fund a Master Capitol Operating Plan (Co-CFO, VP of Advancement, ED of Operations)

No repeat finding on audit by FY 2028

Develop and Maintain a Master Capital Operating Plan

Increase Community Connections

Increase Community Connections

Decrease maintenance costs by 5% through the use of timely preventive maintenance

Expand service learning, job shadowing, and internship opportunities

Fund community outreach opportunities (Workforce Development, Co-CFOs, Admissions, Director of Alumni Relations)

Increase Community Connections

Make the campus more inviting and accessible

Publicize university happenings (University Relations and Marketing)

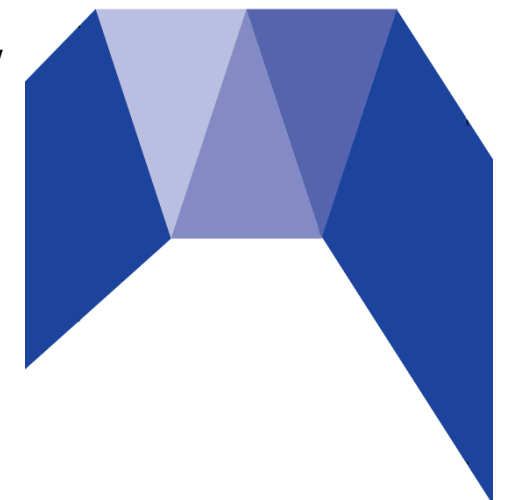
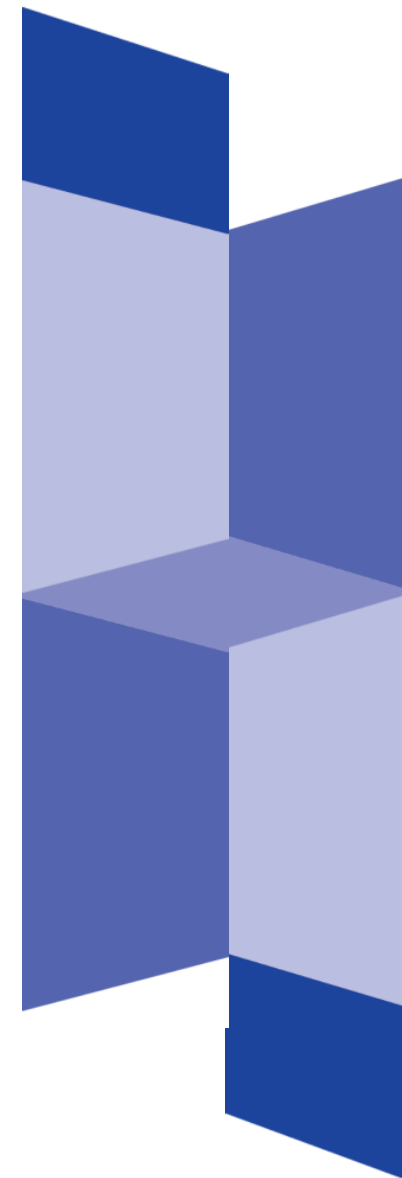
5% increase in community member attendance at GSU events by spring 2029

Capitalize on existing campus facilities and activities

Develop/revise a fee schedule and guidelines for use of university facilities (Co-CFO, ED Operations, Chair of Fine Arts, Athletic Director)

Reduction in time from posting to hire for GSU staff positions of 5% by spring 2031

Business and Finance Strategic Plan 2026-2031



MISSION

The Enrollment Management and Student Affairs Division exists to support students in pursuing and attaining a GSU degree that enables them to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.

VISION

Provide students with the most efficient and professional services possible by continually improving our knowledge, skills, and abilities.

GOALS

Increase Enrollment

Develop strategies to expand interaction with potential local, out-of-state, and international students

Develop strategic partnerships to recruit nontraditional students

Address financial barriers to enrollment

Enhance Marketing

Utilize web, print, radio, and TV channels to effectively advertise GSU and attract students

Increase Retention

Implement university and external partnerships to address barriers to student degree completion

INITIATIVES AND PROJECTS

Increase Enrollment

Actively recruit Dual Enrollment/Credit students (Admissions, Off-Campus Programs)

Increase programming/individual visits (Admissions)

Establish agreements/partnerships with other universities (Academic Affairs, Admissions)

Develop scholarships, including those targeting other states (VPs of Enrollment Management and Advancement)

Create partnerships with area companies who have tuition remission policies (VP of Enrollment Management)

Collaborate with Workforce Development efforts and develop programs for unemployed/displaced workers (Manager of Workforce Development, Admissions)

Identify/re-recruit students who did not/are not planning to return (Dean, Student Retention; VP, Enrollment Management)

Expand Hidden Promise (Hidden Promise Coordinator, Advancement, VP of Enrollment Management)

Renew Student Support Services grant (Director of SSS)

Streamline financial waiver processes (VP of Enrollment Management; Co-CFOs, VP of Advancement)

Enhance Marketing

Restructure web site and webpages to be more attractive and user friendly (Marketing and University Relations, VPs, Directors)

Develop marketing materials targeted to nontraditional adult learners (Marketing and University Relations, Admissions)

Geofence and target prospective students and provide targeted materials (Marketing and University Relations, Admissions)

Improve branding/social media (PR, unit heads)

Communicate events/updates to/from alums (Director of Alumni Relations)

Implement EAB and Niche to increase International and Graduate Admissions (Admissions)

INCREASE RETENTION

Restructure new student orientation, including Welcome Week and GSU 100 (Student Life, Pioneer Support Center, Academic Affairs)

Create individualized plans to assist students on academic/financial aid probation or suspension (Pioneer Support Center, Financial Aid, Faculty Advisors)

TASK TIMELINE & SUCCESS INDICATORS

Increase enrollment

Increase conversion rate of DE/DC students by 5%

Increase all new student enrollment by 3% annually

Increase out-of-state enrollment by 5% annually

Increase nontraditional student enrollment by 3% annually

Timely and effective submission of Student Support Services grant by 2026

Enhance marketing

Increase international student enrollment to 100 by fall 2028

Increase enrollment of veterans to 100 by fall 2028

Increase enrollment of graduate students to 100 by fall 2029

Increase retention

Improve overall retention rate of all students to 70% by fall 2029

Improve retention of first-time, full-time degree-seeking students to 70% by fall 2030

Improve retention of first-time, part-time degree-seeking students to 60% by fall 2027

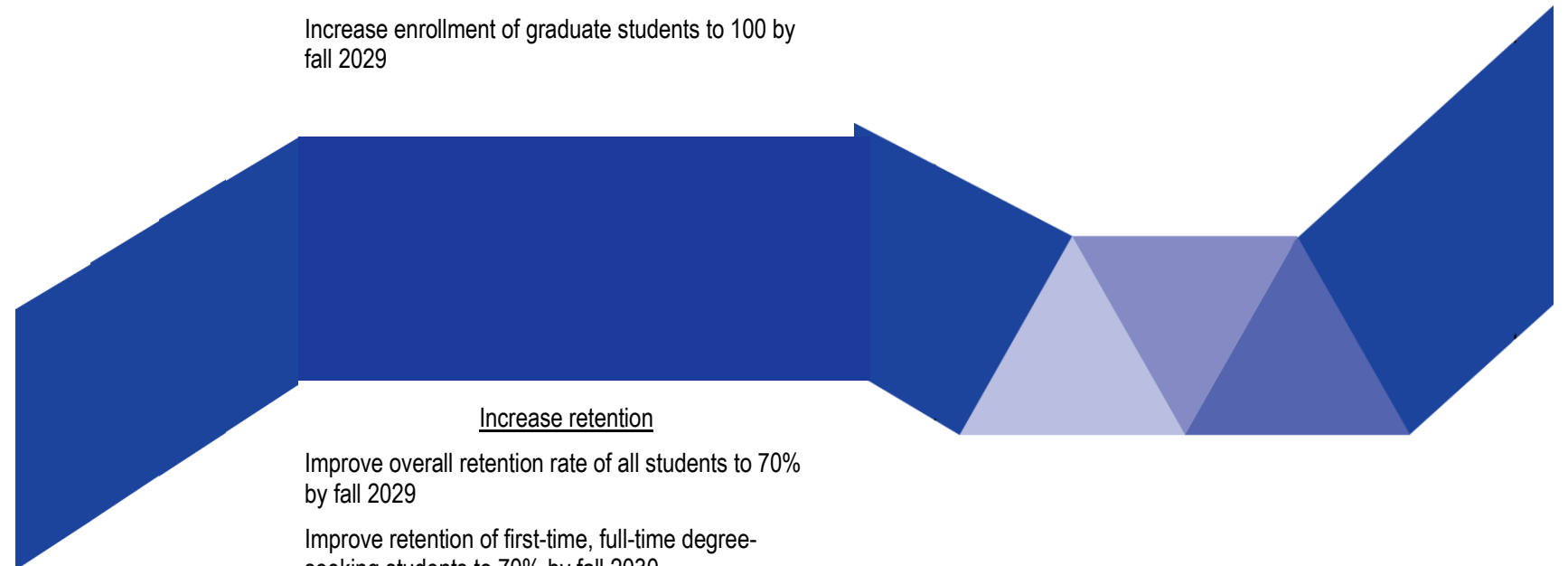
Improve retention of first-time, low-income degree-seeking students by 5% by fall 2030

Improve retention of transfer degree-seeking students to 75% by fall 2029

Improve retention of nontraditional degree-seeking students by 5% by fall 2030

Improve fall-to-spring retention of all students to 85% by spring 2028

Enrollment Management and Student Affairs Strategic Plan 2026-2031



MISSION

The Administration and Operations Division exists to support the overall mission of Glenville State University by providing a safe, healthy, comfortable, accessible, and appropriately equipped environment in which to live, learn, and/or visit for all students, staff, faculty, and guest to the university.

GOALS

INITIATIVES & PROJECTS

Support recruitment/retention through physical spaces

Provide comfortable faculty and staff transitional housing

Provide comfortable student housing options

Assure appropriate class and research space

Improve technology resources

Support recruitment/retention through physical spaces

Explore purchase or private partnerships of additional faculty and staff housing (Operations ED, Housing Corp)

Implement a repair/preventive maintenance schedule for faculty/staff housing (Operations ED)

Implement a repair and preventive maintenance schedule for student housing (Operations ED)

Plan for graduate student housing within Pickens Hall (Operations ED, VP of Enrollment & Student Affairs)

Complete and furnish Morris Family Health & Fitness facility (Operations ED, VP of Advancement)

Implement a repair/preventive maintenance schedule for classrooms and labs (Operations ED)

Coordinate with IT to complete technology upgrades (Operations ED, Manager of Information Systems)

Enhance university health and safety

Ensure safe housing spaces

Upgrade building and campus security

Support a healthy campus and community

Provide safe study spaces

Enhance university health and safety

Complete installation and implementation of electronic locks in dorms and classroom buildings (Operations ED)

Complete installation of cameras in housing areas and university buildings (Operations ED)

Pursue appropriate certification and licensure for public safety officers (Chief Director of Public Safety)

Provide up-to-date, nutritious dining options to serve the needs of students, faculty, staff, and visitors (Operations ED, Aramark)

Provide study spaces with extended hours in distributed locations on campus (Operations ED, Athletic Director, Director of Student Services, Dean of Student Success and Attention, Library Director)

Increase Title IX investigative and hearing resources (Title IX Coordinator)

Enhance multi-functionality of campus facilities

Increase community use of campus without impinging on university activities

Enhance recreational facilities

Enhance multi-functionality of campus facilities

Support summer youth camps (ED Operations, Summer Camp Coordinator)

Support WV Folk Festival and explore other gatherings (ED Operations, WV Folk Festival Board)

Develop/revise a fee schedule and guidelines for use of university facilities (ED Operations, Co-CFO, Chair of Fine Arts, Athletic Director)

Maintain and explore expansion of courts, fields, and trails (ED Operations, Chairs of the Departments of Science & Math and of Land Resources)

VISION

In the next five years, Administration and Operations will provide leadership by improving the contours of campus, the university physical and digital infrastructure, and processes.

TASK TIMELINES AND SUCCESS FACTORS

Support recruitment/retention through physical spaces

Addition of at least one purchased or contracted home by 2031

Exterior painting of at least two homes per year

Exterior painting of Pioneer Village complete by 2026

Renovation of Pickens Hall Scott Wing for graduate housing by 2027

Classes held in Morris Family Health & Fitness facility by fall 2027

Schedule created and adhered to that ensures a refresh of 10% of university classroom annually

All switches replaced by spring 2027

Smart boards in the Administration Building classrooms relocated by fall 2027

Enhance university health and safety

Goodwin Hall electronic locks fully implemented by fall 2026 and cameras installed by summer 2027

Pioneer Village electronic locks fully implemented by spring 2027 and cameras installed by fall 2027

Electronic locks and cameras installed in Library by fall 2027

Electronic locks installed in Administration Building, Fine Arts, Science Hall, PE Building, Louis Bennett Hall, and Waco Center by fall 2027

24/7 Public Safety coverage by fall 2026

At least one certified/credentialed Public Safety Officer 24/7 by fall 2028

5% increase in faculty and staff use of food services by fall 2027

5% Increase of community use of food services by fall 2028

Access to electronically monitored study spaces in the library by spring 2027, in Waco-area by fall 2027, in AB and SSS by spring 2028

Two trained Title IX investigators by spring 2027

Two trained hearing officers by spring 2028

Enhance multi-functionality of campus facilities

Existing camp contracts renewed annually

5% increase in attendance realized annually until capacity is reached

At least one new camp added by spring 2030

Revised fee schedule developed by spring 2027

Agreements signed on revised guidelines by fall 2027

Addition of and use of at least one new recreational space by spring 2029

**University
Operations
Strategic
Plan
2026-2031**



**Glennville State University Board of Governors
Meeting of June 24, 2026**

ACTION ITEM: Program Approval

COMMITTEE: Academic Affairs

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the Associate of Science in Nursing full program proposal.

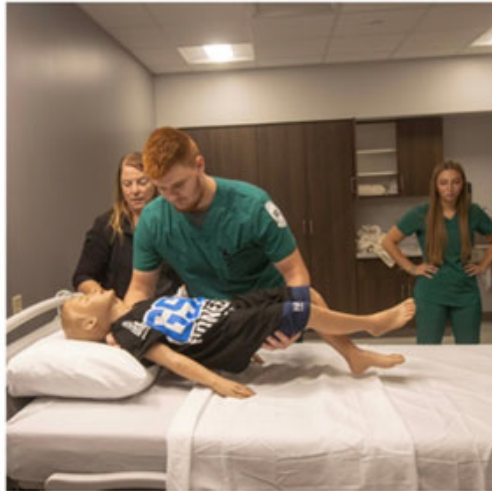
STAFF MEMBER: Dr. Mari Clements

BACKGROUND:

Each institutional governing board must approve new degree programs prior to the institution seeking approval from the West Virginia Higher Education Policy Commission and Higher Learning Commission. The Associate of Science in Nursing is a two-year program preparing students to sit for licensure as a Registered Nurse (RN). The degree will be offered in person on the GSU campus, using GSU faculty.



GLENVILLE
STATE UNIVERSITY



Program Proposal
24 June 2026
Associate of Science in Nursing
Glenville, WV
Fall 2027

Glenville State University proposes an Associate of Science in Nursing that will prepare students to sit for licensure as a Registered Nurse. The program joins GSU's existing associate degrees in Business, Criminal Justice, Forestry, Land Surveying and General Studies and is supported by Pierpont Community and Technical College (in whose service area GSU is located) and Fairmont State University (who also offers nursing degrees and is GSU's closest public 4-year institution).

Program Description

Program Objectives

The six Educational Objectives for the proposed Associate Science in Nursing degree are derived from two major sources: the core competencies advanced by the National League for Nursing (2025) and the Quality and Safety Education for Nurses Institute (Cronenwett et al., 2007).

Program Objective	Course in Which Objective is Assessed
<p>1. Patient-Centered Care & Human Flourishing Provide compassionate, culturally responsive care that respects patient values, promotes autonomy, and supports health across the lifespan. (Drawn from National League for Nursing [NLN] Flourishing Competency and Quality and Safety Education for Nurses [QSEN] Patient-Centered Care Competency)</p>	<p>NURS 100: Foundations of Nursing NURS 220: Adult Health and Illness NURS 250: Mental Health and Illness NURS 260: Complex Clients NURS 265: Women and Children NURS 293: Transition to Practice Each clinical course will include a clinical progression rubric to ensure achieving this PLO</p>
<p>2. Clinical Judgment & Nursing Knowledge Apply nursing knowledge and evidence-based clinical reasoning to deliver safe, high-quality care to individuals, families, and communities. (NLN Nursing Judgment; QSEN Safety, Evidence-Based Practice)</p>	<p>Each course will incorporate written exams to test clinical judgment and nursing knowledge.</p> <p>Every student will complete a simulation at the end of semester 3, 4, and 5, with scoring of the Lasater Clinical Judgment Rubric to determine progressing levels of clinical judgment.</p>
<p>3. Professional Identity & Ethics Practice with integrity, accountability, and ethical standards while demonstrating a commitment to advocacy and ongoing professional growth. (NLN Professional Identity; QSEN Patient-Centered Care)</p>	<p>NURS 100: Intro to Nursing NURS 293: Transition to Practice</p> <p>Written exams will be utilized in each course to determine the level of competency.</p>
<p>4. Teamwork, Collaboration & Communication Collaborate effectively with patients, families, and interprofessional teams using clear communication and shared decision-making. (NLN Professional Judgment; QSEN Teamwork and Collaboration)</p>	<p>NURS 111: Nursing Communication NURS 293: Transition to practice Communication and collaboration will be tested by examination in these courses. NURS 293 will require students to form groups and present a nursing issue of concern and a proposed QI project to their classmates.</p>
<p>5. Evidence-Based Practice & Spirit of Inquiry Integrate best evidence, clinical expertise, and patient preferences while questioning practice to improve outcomes and advance care quality. (NLN Spirit of Inquiry, Nursing Judgment; QSEN Evidence-Based Practice, Quality Improvement)</p>	<p>NURS 201: Nursing Informatics</p> <p>Students will utilize technological resources to ensure the validity of evidence in order to base their practice on evidence in nursing.</p>

<p>6. Quality Improvement, Safety & Informatics Use data, quality improvement methods, and healthcare technology to enhance patient safety and system effectiveness. (NLN Nursing Judgment, Spirit of Inquiry; QSEN Quality Improvement, Safety, Informatics)</p>	<p>NURS 201: Nursing Informatics Students will utilize technological resources to develop a Quality Improvement project framework</p> <p>NURS 293: Transition to Practice will require students to present a nursing issue of concern and a proposed QI project to their classmates.</p>
--	--

Program Identification

The CIP code for the proposed program is 51.3801: Registered Nursing/Registered Nurse.

Program Features

Admission and Performance Standards. Students must complete prerequisite coursework, either in their first semesters on campus and/or in dual enrollment/dual credit coursework. Students must also pass the TEAS (Test of Essential Academic Skills) Test with a minimum score of 70 prior to applying for admission to the nursing program. Applicants to the program will be ranked based on their grades in prerequisite courses and TEAS test scores.

Prerequisite and General Education coursework. Prior to applying for the program, students must enroll in and complete the courses listed below. NURS 100 will be open to all university students interested in the Nursing Program or other degrees in health sciences. Grades of C or higher are required on all prerequisite and general education courses for admission to the Nursing Program.

Course	Credit hours
BIOL 250: Microbiology of Diseases with lab*	4
ENGL 101: Critical Reading & Writing I	3
HLTH 230: Anatomy & Physiology I with lab	4
HLTH 231: Anatomy & Physiology II with lab*	4
MATH 108: Introduction to College Math/MATH 115: College Algebra	3
PSYC 201: General Psychology	3
NURS 100: Introduction to Nursing	<u>1</u>
*may be taken after admission to the nursing program	22

Once admitted to the Nursing Program, students must earn a B or higher in all nursing coursework, as well as a C or higher in any prerequisite courses taken after admission to the program. A student earning a grade below a B in any nursing coursework will be permitted to retake that course one time. A student may retake a given course no more than once and may retake a maximum of three courses. If a grade of B or higher is not earned on retake or if a fourth grade lower than a B is earned, the student will be terminated from the nursing program but may transfer to another major at GSU.

Program Requirements

Course	Credit hours
NURS 100: Introduction to Nursing	1
NURS 111: Nursing Communication	3
NURS 200: Foundations of Nursing	4 + 4 clinical
NURS 201: Nursing Informatics	3
NURS 210: Pathophysiology/Pharmacology 1	2
NURS 211: Pathophysiology/Pharmacology 2	2
NURS 220: Adult Health and Illness	4 + 4 clinical

NURS 250: Mental Health and Illness	2 + 1 clinical
NURS 260: Complex Clients	3 + 2 clinical
NURS 265: Women and Child Health	4 + 2 clinical
NURS 293: Transition to Practice Practicum	<u>2 + 3 clinical</u>
	30 + 16 clinical

Clinical instruction will be calculated at a rate of three contact hours per week for each credit hour (i.e., one credit hour is equivalent to 45 contact hours per semester), resulting in a total of 720 clinical hours throughout the program. Clinical performance will be evaluated on a pass/fail basis in accordance with the established clinical progression rubric.

Written examinations will be administered via an external online testing platform (e.g., ATI). To advance in the program, students are required to achieve a cumulative examination average of at least 75%.

Program Outcomes. The program is designed to lead to licensure as a Registered Nurse. Graduates of this program are expected to go into direct patient care and help to address the critical nursing shortfall in West Virginia and beyond.

Program Content

Program Content and Length. The program is designed to be completed in four semesters after the completion of prerequisite coursework. In total, 30 hours of prerequisite and/or General Education coursework is required in addition to the 40 hours of nursing coursework. The degree, including prerequisites and General Education courses, is expected to be completed in five semesters.

General Education. Students must complete 24 credit hours of General Education coursework. This coursework includes some courses designated as prerequisite coursework in the Admissions and Performance Standard section above, which are designated with an asterisk below.

Course	Credit hours
ENGL 101: Critical Reading and Writing I	3*
ENGL 102: CRW II: Research Writing	3
NURS 111: Nursing Communication	3*#
MATH 108 or MATH 115, with or without support sections	3*
HLTH 230: Anatomy & Physiology I with lab	4*
HLTH 231: Anatomy & Physiology II with lab	4*
PSYC 201: General Psychology	3*
NURS 201: Nursing Informatics	<u>3#</u>
	26 hours

*Indicates course is taken as a prerequisite to admission to the nursing program.

#Indicates course fulfills program as well as GenEd requirements.

The program comprises a total of 46 NURS credit hours (including two 3-credit courses also used to meet the General Education communication and technology requirements) and 24 hours of other General Education and prerequisite coursework. The complete plan of study for the degree is provided below.

**AS: NURSING
SUGGESTED PLAN OF STUDY**

FIRST YEAR

ENGL 101.....3	BIOL 250..... 4
HLTH 230.....4	ENGL 102 3
MATH 108 or MATH 115.....3	HLTH 231 4
NURS 100..... 1	NURS 111 3
PSYC 201 3	Total Hours – Spring Semester 14
Total Hours – Fall Semester..... 14	

SECOND YEAR

NURS 200..... 8	NURS 211 2
NURS 201.....3	NURS 220 8
NURS 210.....2	NURS 250 3
Total Hours – Fall Semester..... 13	Total Hours – Spring Semester 13

THIRD YEAR

NURS 260..... 5
NURS 265..... 6
NURS 293..... 5
Total Hours – Fall Semester..... 16

Program Need and Justification

Relationship to Institutional Goals/Objectives

The mission statement of the university is, “Glenville State University prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.” The proposed nursing program and its educational objectives are well aligned to the mission statement. The preparation of students who contribute to the well-being of the citizenry is an essential component of the proposed nursing program.

Further, under the university's 2021-2026 strategic plan, four of six values and one of four objectives are centrally related to the proposed program. Specifically, the values of Service, Scholarship, Growth, and Community are directly tied to the impetus for this program, as is the objective to Deliver Quality Education.

The value of Service references meeting the curricular needs of students. The pre-nursing pathway leading to application to the Marshall nursing program at GSU was very popular, and students were attracted to the possibility of completing a nursing program at GSU. The change in the partnership with Marshall University dramatically changes the opportunities for students to pursue this education.

Second, the value of Scholarship addresses the pursuit of knowledge, inquiry, lifelong learning, and professional success through rigorous, research-based academic programs. The proposed nursing program is well aligned with these values and aims.

Relatedly, the value of Growth centers on the creation and thriving of quality academic programs that meet the needs of students and the community. The student demand is clear and the community need is great, as described in the following section.

The value of Community attends to GSU’s role in serving the public, both in its historic role of preparing teachers for the state of West Virginia, but also in providing for education that meets other community needs such as health care.

Finally, the objective to Deliver Quality Education is inherent in both the values delineated above and in the proposed program.

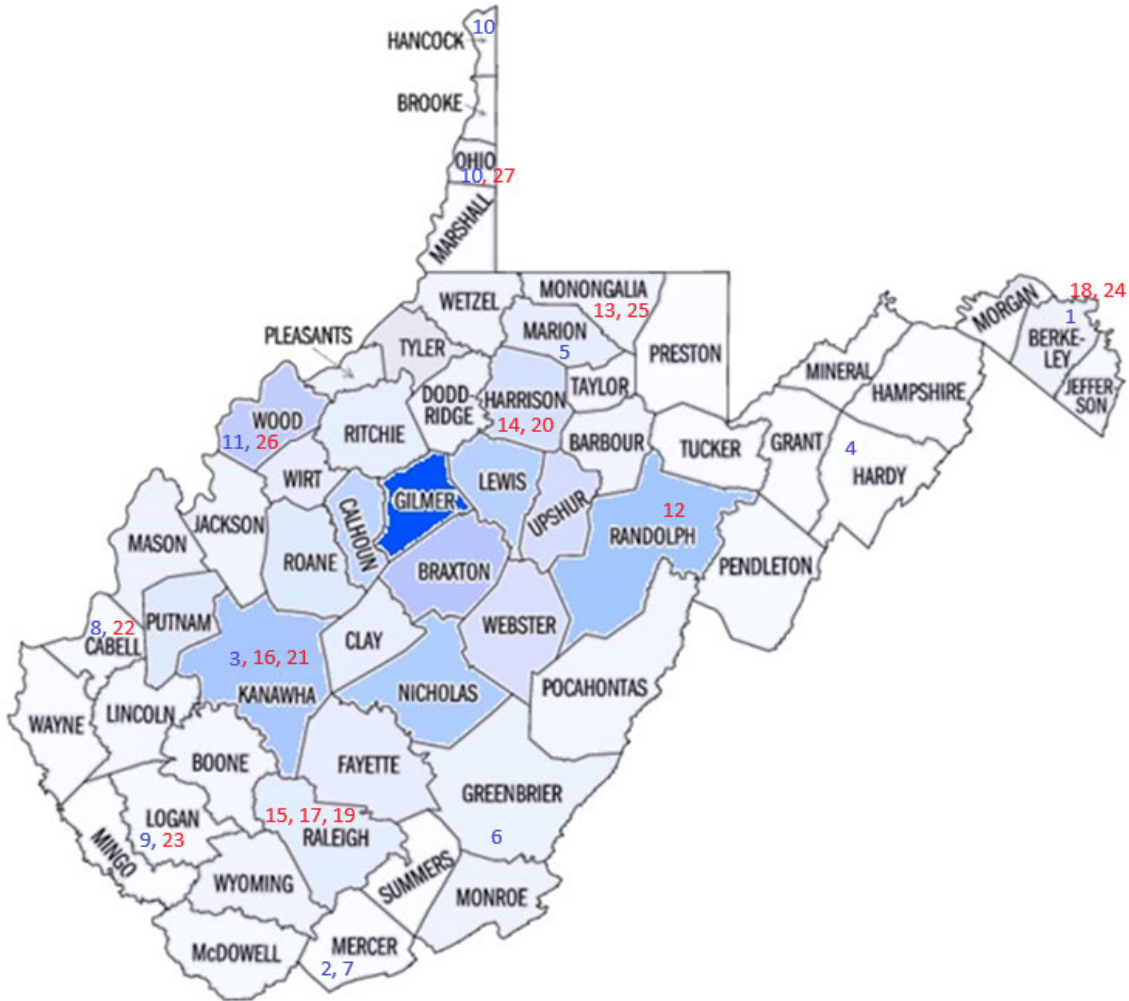
Strategic planning for the university's 2027-2032 plan is underway, but based on preliminary results, no changes to the mission are anticipated, and the proposed program will be highly relevant to the 2027-2032 goals. That is, a survey of the university community has been distributed to Board of Governors members, faculty, staff, and students. Preliminary results suggest a strong reaffirmation of the mission, with 69% of respondents reporting that the current mission statement captures the university's reason for existence either "extremely well" or "very well," and a similar number indicating that the mission statement should not be changed.

This survey also asked constituents to rate specific proposed goals that had been identified by each campus unit (e.g., academic departments, enrollment management, development). Although each goal was affirmed, "provide relevant academic programs" received the strongest endorsement, with 80% of respondents noting this as "a critical goal to include" and an additional 13% designating it as "important to include" in the strategic plan.

As indicated elsewhere in this document and as demonstrated by the university's experience with the joint program with Marshall University, the nursing program is both an objectively needed academic program and one in high demand in the GSU student population.

Existing Programs

As illustrated in Figure 1 and listed on the next page, there are 27 other two-year RN programs offered by 10 public and six private institutions in the state. As shown in the figure, Glenville State University's primary recruitment area is in an area of the state that does not include any of these programs. Further, five of the seven closest schools are private or private-for-profit, placing them out of the reach of much of GSU's primary demographic.



Public Institutions

- 1 Blue Ridge Community & Technical College
- 2 Bluefield State University
- 3 BridgeValley Community & Technical College
- 4 Eastern West Virginia Community & Technical College
- 5 Fairmont State University
- 6 New River Community & Technical College (Lewisburg)
- 7 New River Community & Technical College (Princeton)
- 8 Saint Mary's/Marshall University
- 9 Southern West Virginia Community & Technical College
- 10 West Virginia Northern Community College
- 11 West Virginia University at Parkersburg

Private, Including *Private for Profit

- 12 Davis & Elkins College
- 13 Laurel College of Technology*
- 14 Salem University*
- 15 University of Charleston (Beckley)
- 16 University of Charleston (Charleston)
- 17 Valley College (Beckley)*
- 18 Valley College (Martinsburg)*
- 19 West Virginia Junior College (Beckley)*
- 20 West Virginia Junior College (Bridgeport)*
- 21 West Virginia Junior College (Charleston)*
- 22 West Virginia Junior College (Huntington)*
- 23 West Virginia Junior College (Logan)*
- 24 West Virginia Junior College (Martinsburg)*
- 25 West Virginia Junior College (Morgantown)*
- 26 West Virginia Junior College (Parkersburg)*
- 27 West Virginia Junior College (Wheeling)*

Program Planning and Development

Glenville State University has engaged in significant planning and discussion of a nursing program, including two previous partnerships (one with West Virginia University and then West Virginia University Institute of Technology, and a second with Marshall University). A partial timeline of GSU planning and development efforts leading to the current proposal is provided below.

- 1985, August. First class of nursing students in joint GSU/West Virginia University program was admitted.
- 1998. WVU determines that GSU nursing students will matriculate at WVUIT.
- 2008. GSU admission to nursing restricted to eight students.
- 2011. Last class of GSU/WVU Joint Nursing Program admitted; students could still complete first year of WVU program at GSU.
- 2012. HEPC approved GSU's Intent to Plan for a Nursing Program.
- 2018, February. WVU notifies GSU of termination of the MOU governing the nursing partnership.
- 2018, March. WVU partnership is terminated.
- 2021, October. Glenville State University and Marshall University enter into a cooperative agreement in which students will complete pre-nursing coursework, General Education, and prerequisite coursework under GSU instruction and then complete nursing coursework on the GSU campus under synchronous online instruction from Marshall nursing faculty.
- 2022, August. Students interested in the joint program with Marshall matriculate at GSU.
- 2023, June. Marshall admits first students into nursing program. These students have completed GSU pre-nursing and prerequisite coursework.
- 2024, February. GSU hires a nursing faculty person to support nursing students.
- 2025, April. Marshall University gives notice that instruction at GSU will cease, with the rising 4th year cohort (and that cohort only) able to complete their education on the GSU campus.
- 2025, April. GSU begins exploration of a two-year RN program.
- 2025, May. Marshall terminates instruction on the GSU campus. Students are still able to complete pre-nursing prerequisite coursework at GSU, but must relocate to Huntington to complete.
- 2025, September. Launched initial search for Director of Nursing
- 2025, October. Dean of Health Sciences discussed ADN/ASN with a consultant who also served on the search committee for Director of Nursing
- 2025, November. GSU Faculty Senate reviews Intent to Plan and voices support.
- 2025, November. GSU Board of Governors Academic Affairs Committee reviews Intent to Plan for Nursing Program.
- 2025, December. GSU Board of Governors approves Intent to Plan for Nursing Program.
- 2025, December. Pierpont Community & Technical College provides letter of support for the proposed Nursing Program.
- 2026, January. Intent to Plan for Nursing Program submitted to WV HEPC.
- 2026, January. Fairmont State University provides letter of support for the proposed Nursing Program.
- 2026, March. Search firm engaged to assist in search for a Director of Nursing.
- 2026, June. Director of Nursing hired.
- 2026, June. GSU Board of Governors approves Full Program Proposal for Nursing Program
- 2026, June. Director of Nursing officially begins at GSU.
- 2026, July. Full Program Proposal submitted to HEPC.

Throughout this process, faculty and administrators have discussed the need for and the needs of the program. Substantial investment in infrastructure and personnel has been made, and facilities under construction were designed with consideration of the nursing program.

Clientele and Need

As indicated in the following section and as demonstrated by the university's experience with the joint program with Marshall University, the nursing program is both an objectively needed academic program and one in high demand in the GSU student population. Specifically, the biggest gap between available training opportunities and training slots nationally is in ADN/ASN programs. According to the National League of Nursing Annual Survey of Schools of Nursing, ADN/ASN programs turned away 19% of qualified applicants in 2023 as compared to only 9% for LPN/LVN programs and 15% for BSN programs.

The joint nursing program with Marshall University attracted numerous students. Even though all students knew that they would become Marshall students upon successful application to the program, relatively large numbers of students entered GSU to complete pre-nursing requirements. As indicated in Figure 1 above, most GSU students come from the university's proximal counties. When Marshall University discontinued the joint program on the GSU campus and required admitted students to relocate to the Huntington campus, several students chose to remain at GSU and pursue other majors. Taken together, there is ample evidence for demand for the program on the GSU campus.

Further, the importance of meeting the needs for trained nurses cannot be overstated. The demand for well-trained nurses falls at the juxtaposition of societal, occupational, and public service needs in the state. That is, over 21% of West Virginia's population is over 65 (West Virginia Department of Health, 2023). U.S. Census data (2024) place West Virginia as the fourth oldest state in the nation. West Virginia's rates of chronic health problems including arthritis, asthma, cardiac disease, cancer, COPD, depression, diabetes, drug addiction, hepatitis B, high blood pressure, high cholesterol, kidney disease, and obesity outpace national averages by significant margins (West Virginia Department of Health, 2023). The combination of an aging population and the prevalence of chronic illnesses equate to an even more heightened need for nursing care.

Employment Opportunities

The current national nursing shortage is grave and expected to worsen over time (WV Board of Registered Nurses, Nursing Shortage Study Commission Report, 2022). Demand for nurses in West Virginia is also expected to outpace national needs. In Workforce Development Region 6 (where Glenville State University is located), 473 annual openings for RNs are anticipated in each of the 10 years between 2022-2032. This constitutes 35% of the statewide annual need for registered nurses (WorkForce West Virginia Long Term Occupational Projections 2022-2032).

Nationally, the projected growth rate for Registered Nurses is 5%, which is faster than average (U.S. Bureau of Labor Statistics, 2025). Due to both increasing needs for services and anticipated retirements, an additional one million nurses are expected to be needed nationally by 2030. To meet this demand and to counter waitlists at existing programs, the Nursing Shortage Report called for expanded admissions to meet current and anticipated needs for nursing education.

Program Impact

The proposed program is expected to significantly impact the availability of quality health care in the region. Alums of GSU tend to remain in West Virginia, living and working in the state and thus combatting the state's negative population growth and loss of human capital.

Heinemann (2014) found that two major themes accounted for educated individuals staying in West Virginia: a sense of "stuckness" and a belief that West Virginia was a great location. Key in the responses of those considering West Virginia to be a great location were Attachment to Place and the Aesthetic Appeal of the state. Providing the opportunity for a rewarding career may well allow such attachments to an appealing location to thrive. Given both enrollment data indicating that a large proportion of GSU enrollment comes from counties proximal to the university and alumni data indicating that relatively large numbers of GSU alums choose to remain in the state, it may be that an Attachment to Place could be leveraged in the proposed program to positively affect health care in the state. That is,

well-trained nurses who remain in West Virginia, staffing hospitals, clinics, medical centers, and doctor's offices have the potential to make a significant impact on the state's public health crisis.

Cooperative Arrangements

The university anticipates developing placement opportunities for student clinicals at local and regional medical centers and hospitals. There are no hospitals in Glenville, but there are several within easy commuting distance (e.g., Minnie Hamilton Health Center, Stonewall Jackson Memorial Hospital, William R Sharpe Jr. Hospital, and United Hospital Center), some of which have already welcomed students under our previous arrangement with Marshall University and others of which have indicated that they would be open to students completing their clinicals there. Once approval for the program is received, the Director of Nursing will immediately begin developing training agreements with these hospitals.

Alternatives to Program Development

Glenville State University has had two previous shared Nursing programs: one with West Virginia University and West Virginia University Institute of Technology and more recently one with Marshall University. Although the university appreciates and has learned much from these experiences, the consensus is that in-person instruction with dedicated faculty would be far more successful for the GSU student population.

That is, although the university does not dispute the value and role of online and distance education, the value to nursing students of interacting directly with faculty persons before or after class, attending in-person office hours and/or study sessions, receiving hands-on direct instruction, and mentoring by faculty members whose primary professional responsibility is to this program and these students cannot be overstated. Despite the best efforts of faculty at other institutions, GSU students voiced concerns about being a lower priority and missing out on opportunities available to students on the sending campuses.

Additionally, in both instances, the partnerships were discontinued with very little warning from the sending institutions. Nursing students at GSU deserve a faculty and a program that is committed to and designed around them, and central West Virginia deserves a quality, stable nursing program that will meet the needs of the region for decades to come.

Program Implementation and Projected Resource Requirements

Program Administration

The university has already hired a full-time Director of Nursing. This is a 12-month appointment, and the Director will report to the Dean of Health Sciences, who in turn reports to the Provost.

The Director of Nursing will, alongside the nursing faculty and with the approval of the university Curriculum Committee, be responsible for the curriculum and design of the program. The Director of Nursing will also identify and secure agreements from hospitals and other settings in the region for student clinicals. In collaboration with the university Assessment Committee, the Director of Nursing will also be responsible for the assessment and review of the program.

The Director of Nursing will be the primary point of contact for all matters relating to the WV RN Board and the Accreditation Commission for Education in Nursing, who will serve as the program's professional accreditor. In collaboration with the university's Accreditation Liaison Officer, the Director of Nursing will prepare the required Substantive Change Proposal to be submitted to the Higher Learning Commission.

In collaboration with the Dean of Health Sciences, the Director of Nursing will oversee the Nursing program budget.

Program Projections

FORM 1: FIVE-YEAR PROJECTION OF PROGRAM SIZE

	First Year 27-28	Second Year 28-29	Third Year 29-30	Fourth Year 30-31	Fifth Year 31-32
Number of Students Served Through Course Offerings of the Program:					
Headcount:	24	36	40	48	52
FTE:	13	25	29	33	41
Number of student credit hours generated by courses within the program (entire academic year):	60	360	580	700	856
Number of Majors:					
Headcount:	12	24	40	48	56
FTE:	12	24	34	42	48
Number of student credit hours generated by majors in the program (entire academic year):	336	648	952	1,168	1,336
Number of degrees to be awarded (annual total):	0	0	12	12	16

Faculty Instructional Requirements

New faculty will be hired for the program. Current GSU faculty in the departments of Science and Math, Language and Literature, and Social Sciences will teach General Education and most prerequisite coursework, but two new full-time nursing faculty and Adjunct coverage for 1 FTE will be needed to provide adequate staffing for the program. The new faculty will join two already hired faculty: The Director of Nursing (a recently hired, 12-month administrative faculty appointment), and an Assistant Professor (a doctoral-level assistant professor who has been on the GSU faculty since 2024).

Library Resources and Instructional Materials

Glenville State's Robert F. Kidd Library has numerous resources to support a degree in Nursing. Several of these holdings are part of subscription databases. In addition, interlibrary loans through the OCLC Worldshare system provide GSU students and faculty with the ability to easily submit an online

The library provides access to a large amount of multidisciplinary subscriptions and is involved in cohorts to support the information needs of our constituents. Key among databases already available to GSU students are Pubmed Central and MEDLINE, but there are 46 additional databases through Ebscohost that provide access to medical, social science, education, business, history, humanities, and science journals with a multitude of these access points being full-text. Glenville State also subscribes to the complete JSTOR holdings, the ProQuest Criminal Justice collection, and the Britannica Online Academic Encyclopedia.

The university eBook collection is provided through a cohort agreement with ten public libraries as well as Fairmont State University library. This collection is constantly growing and currently provides access to over 90,000 titles which includes a number of academic-related materials. The Overdrive platform works with many academic publishers. The university solicits faculty recommendations for relevant additions to this eBook collection each year.

On-site library services include a 26,000 square foot facility with four library employees, a collection of around 70,000 physical books, over 60 desktop and 13 laptop computers, several spaces for group activities or independent study, seven designated testing/tutoring rooms, a 28-seat classroom, and a math tutoring center. The personnel and services related to the Pioneer Support Center are also housed on the third floor of the building. During semester hours include seven days a week and nearly 100 hours of

availability weekly. The library also provides faculty with the ability to place materials within a physical Reserve system which limits accessibility of materials when appropriate.

The library's dedicated staffing, subscription services, consortium agreements, and physical location provide the campus with the tools necessary to successfully support the proposed nursing degree.

Support Service Requirements

Glenville State University anticipates contracting with Assessment Technologies Institute (ATI) or a similar provider to provide testing and review resources for program students. ATI provides National Council Licensure Examination (NCLEX) support, including test banks and study plans, that will assist students in passing the NCLEX and obtain their RN license. This resource, in addition to the resources listed below should provide students with sufficient support to succeed in the nursing program and in obtaining their license post-graduation.

GSU utilizes the learning management system (LMS) Brightspace. Course materials for courses are available through Brightspace and/or in physical form through the on-campus Barnes and Noble outlet. Barnes and Noble contracts with the university to provide students with all course materials for a flat fee through its First Day Complete program.

The LMS landing page allows for deployment of recorded video tutorials from Net Tutor. Additional information that is pertinent to students, such as the University Catalog, support services (discussed below), and scholarships are linked on the LMS landing page as well as on the university website.

All students at Glenville State University have access to the Pioneer Support Center which provides 24/7 online access to learning support resources as well as in-person tutoring services. The Pioneer Support Center uses a tutoring scheduling service, Penji, for by-appointment virtual tutoring.

Virtual tutoring meetings take place on the Microsoft Teams platform which is provided to all Glenville State University students through access to the Microsoft Office software suite. For instance, students who require additional academic support with challenging course content may benefit from consultation with tutors and math faculty who have regular office hours in the Pioneer Support Center.

The university Dean of Student Success and Retention aims to offer universal levels of support across our diverse student constituencies. Accordingly, the Pioneer Support Center is ready and willing to provide tutoring, career services, and mentoring. Furthermore, the Pioneer Support Center anticipates ongoing collaboration with the Nursing Director to identify and implement appropriate supports for students throughout the course of this program. Pioneer Support Center also coordinates accommodations in accordance with the Americans with Disabilities Act and other statutes.

The university has an active and vibrant Student Government Association (SGA). The SGA president is a member with voice but no vote on the university's Board of Governors.

Facilities Requirements

As part of the university's previous arrangement with Marshall University, GSU already has a state-of-the-art training facility whose resources are further enhanced by the Morris Family Health and Fitness Center, which will sit adjacent to the Waco Center, where the primary nursing classrooms and simulation facilities already are in place.

During the university's partnership with Marshall University, substantial capital improvements were made. An 8,500 square foot facility for nursing education which includes four faculty offices, two laboratories, a control room, two classrooms, a student lounge, and a storage room was completed. The smaller laboratory (280 square feet) has one hospital bed and one pediatric crib, and the larger laboratory (850 square feet) has five hospital beds. The laboratories are equipped with audio/visual equipment allowing for remote observations of students.

The university is also equipped with an Anatomage Table (digitized human cadavers) and 24 student tablets as well as high fidelity mannequin simulators. Although some mannequins were returned to Marshall University and will need to be repurchased. Additionally, the university will be purchasing a virtual reality medical simulation system. These resources will provide invaluable training for nursing

students. GSU is not located in large urban areas with busy trauma centers, obstetrical centers, and psychiatric hospitals nearby. In such settings, simulation software can provide experience with important but less common medical events (e.g., mass shootings, complicated births, mental health crises). Further, the literature is clear about the value of simulation in medical education (e.g., Elendu et al., 2024). As argued by Satava (2009), the use of simulation dramatically improves training by allowing students to learn from their mistakes without the risk of harming patients: “The power of simulation is that it gives ‘permission to fail’ in a safe environment (the laboratory setting), so students learn from their mistakes. Until now, whenever an error was committed, the patient suffered.”

In addition, the Morris Family Health and Fitness facility, a 26,000 square foot facility, is currently under construction. Half of this facility is dedicated to the educational programs in health sciences, including the planned nursing education program, with an additional nine faculty offices, five classrooms, an Anatomy & Physiology laboratory, and two Exercise Science laboratories.

Taken together, these facilities will provide strong support for nursing education for years to come.

Operating Resource Requirements

The form below provides the estimated budgetary needs and sources for the first five years of the program. The university anticipates applying for state, federal, and private support for the program, but as those grants are not guaranteed, they have not been included in the calculations.

The \$5,000,000 appropriation for Health Sciences is included in Year One of the budget. These funds are expected to be received in fiscal year 2027 (Year 0 of the Nursing Program), but the one-time large outlays for equipment for nursing-specific educational equipment (e.g., high fidelity simulation manikins, advanced venipuncture and injection arms) as well as for shared educational equipment (e.g., lab tables, benches, and microscopes for Anatomy and Physiology labs taken by students in multiple majors) also occur in Year 0 and are reported in Year One.

**FORM 2:
FIVE-YEAR PROJECTION OF TOTAL OPERATING RESOURCES REQUIREMENTS**

	First Year 27-28	Second Year 28-29	Third Year 29-30	Fourth Year 30-31	Fifth Year 31-32
FTE Positions					
1. Administrators	1.5	1.5	1.5	1.5	1.5
2. Full-time Faculty	2	3	3	3	3
3. Adjunct Faculty	0.3	1	1	1	1
4. Graduate Assistants	0	0	0	0	0
5. Other Personnel:					
a. Clerical Workers	0.5	0.5	0.5	0.5	0.5
b. Professionals	0	0	0	0	0
Operating Costs:					
1. Personnel Services					
a. Administrators	\$159,250	\$160,250	\$161,250	\$162,250	\$163,250
b. Full-time Faculty	\$126,000	\$202,000	\$203,000	\$204,000	\$205,000
c. Adjunct Faculty	\$8,000	\$24,000	\$24,000	\$24,000	\$24,000
d. Graduate Assistants	\$0	\$0	\$0	\$0	\$0
e. Non-academic Personnel					
i. Clerical workers	\$22,500	\$22,750	\$23,000	\$23,250	\$24,000
ii. Professionals	\$0	\$0	\$0	\$0	\$0
Total Salaries	\$315,750	\$409,000	\$411,250	\$413,500	\$416,250
2. Current Expenses	\$150,000	\$30,000	\$56,235	\$33,195	\$33,195
3. Repairs and Alterations	\$0	\$5,000	\$5,000	\$5,000	\$5,000
4. Equipment					
a. Educational Equipment	\$538,000	\$13,000	\$13,000	\$13,000	\$13,000
b. Library Resources	\$0	\$0	\$0	\$0	\$0
5. Nonrecurring Expense	\$5,000	\$5,000	\$0	\$0	\$0
Total Costs	1,008,750	\$462,000	\$475,485	\$464,495	\$467,445
Sources					
1. General Fund Appropriations					
<input checked="" type="checkbox"/> Reallocation <input checked="" type="checkbox"/> New Funds	\$5,066,000	\$132,000	\$154,000	\$176,000	\$220,000
2. Federal Government	\$0	\$0	\$0	\$0	\$0
3. Private and Other	\$0	\$0	\$0	\$0	\$0
4. Tuition and Fees	\$122,096	\$239,500	\$335,300	\$402,360	\$459,840
Total All Sources	\$5,188,096	\$371,500	\$489,300	\$578,360	\$679,840

Source of Operating Resources

In addition to the university's annual state appropriations and student tuition, the West Virginia Legislature has authorized a \$5M one-time grant expressly to support the university's Health Sciences programs, especially Nursing.

As detailed in Form 2, these resources are anticipated to be sufficient for startup costs and continuation of the program; however, the university will pursue additional grant opportunities to support the program. Even without additional grants, the program should essentially break even by year three and generate modest revenue by year four.

Program Evaluation

Evaluation Procedures

Program evaluation procedures will align with existing procedures at Glenville State University, HEPC, and the Higher Learning Commission, but will also add specific evaluation requirements from the

Accreditation Commission for Education in Nursing (ACEN) as well as the WV RN Board. That is, annual program reviews will be submitted to the university assessment committee and five-year program reviews will be provided in accordance with HEPC Series 10, but comprehensive self-studies and site visits are also required by the ACEN (see below).

Internally, programs are reviewed annually, following GSU Academic Policy 26 requirements for yearly Program Reports (<https://www.glenville.edu/sites/default/files/2022-08/gsu-policy-26.pdf>). In addition to HEPC five-year reviews, the program will be evaluated on its retention rate of students and licensure rate of graduates, key metrics for ACEN and the WV RN Board. These data, along with preceptor ratings of students completing clinicals and student performance on signature assignments within courses (see Table 1), will provide both internal and external metrics of student achievement.

Accreditation Status

The university plans to pursue accreditation for the program from the Accreditation Commission for Education in Nursing (ACEN). The first step in this process, which can be completed prior to the graduation of the first students, is to become a candidate. This step requires the completion and approval of the ACEN Candidacy Eligibility Application and payment of the candidacy fee (\$2,700). The Director of Nursing will begin this process as soon as all relevant approvals have been received (HEPC, HLC, WV RN Board).

The university may apply for ACEN Accreditation after the first graduates have completed the program. This process requires a formal self-study and site visit. The site visit costs have three parts: a flat site visit fee (currently \$1,335), site evaluator fee (\$950/per day/per visitor for each of the three to four site visitors), and direct payment of lodging and ground transportation expenses of the site visitors. Following a successful site visit, the university would have an initial accreditation fee of \$3,500, followed by annual renewal fees of \$3,195.

References

- Cronenwett, L., Sherwood, G., Barnsteiner J., Disch, J., Johnson, J., Mitchell, P., Sullivan, D., Warren, J. (2007). Quality and safety education for nurses. *Nursing Outlook*, 55(3), 122-131.
- Elendu, C., Amaechi, D. C., Okatta, A. U., Amaechi, E. C., Elendu, T. C., Ezech, C. P., & Elendu, I. D. (2024). The impact of simulation-based training in medical education: A review. *Medicine*, 103(27). <https://doi.org/10.1097/MD.00000000000038813>
- Heinemann, L. (2014). *The geography of stuck: Exceptions to Brain Drain in West Virginia* (Paper 832) [Master's thesis, Marshall University]. Marshall Digital Scholar. <https://mds.marshall.edu/etd>
- National League for Nursing. (2025). *Competencies for Graduates of Nursing Programs*. <https://www.nln.org/education/nursing-education-competencies/competencies-for-graduates-of-nursing-programs>
- Satava, R. M. (2009). The revolution in medical education—The role of simulation. *Journal of Graduate Medical Education*, 1(2), 172-175. <https://doi.org/10.4300/JGME-D-09-00075.1>
- U.S. Bureau of Labor Statistics (2025, August). *Occupational outlook handbook*. <https://www.bls.gov/ooh/>
- West Virginia Department of Health. (2023). *State health assessment*. https://dhhr.wv.gov/bph/about/Documents/2023_WV_State_Health_Assessment_BPH.pdf
- WorkForce West Virginia (n.d.) *Long Term Occupational Projections: 2022-2032*. <http://lmi.workforcewv.org/LTprojections/LTOccupationalProjections.html#refreshed>



June 16, 2026

The Nominating Committee recommends the following slate of officers for the Glenville State University Board of Governors 2026 – 2027 is:

Chairperson: Ann Green

Vice Chairperson: Alexandria Lay

Committees for 2026-2027 will be appointed by the FY27 Chairperson.

Nominating Committee

Bob Marshall, Chair

Kathy Butler

Rick Simon

**Glennville State University Board of Governors
Meeting of June 24, 2026**

ACTION ITEM: FY27 Board of Governor’s Meeting Schedule

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the FY27 Board of Governor’s meeting schedule as proposed and may be amended as needed.

BOARD MEMBER: Ms. Ann Green, Chair

BACKGROUND:

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

**Glennville State University
Board of Governors
DRAFT Meetings Schedule
2026-27**

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=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09>

Meeting ID: 389 675 8045

Passcode: GSU

or

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

Meeting ID: 389 675 8045

Passcode: 551330

Schedule

Wednesday, September 9, 2026	All Committees of the Board
Wednesday, September 23, 2026	Board of Governors
Wednesday, October 14, 2026	All Committees of the Board
Wednesday, October 28, 2026	Board of Governors
Wednesday, November 18, 2026	All Committees of the Board
Friday, December 11, 2026	Board of Governors
Wednesday, February 3, 2027	All Committees of the Board
Wednesday, February 24, 2027	Board of Governors
Wednesday, April 21, 2027	All Committees of the Board
Friday, May 7, 2027	Board of Governors
Wednesday, June 9, 2027	All Committees of the Board
Wednesday, June 23, 2027	Board of Governors

Approved by the GSU Board of Governors _____, 2027.

**Glenville State University Board of Governors
Meeting of June 24, 2026**

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

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Glenville State
University Board of Governors agrees to
fund jointly the Board of Governors Award,
an equivalent full tuition and fee
scholarship for the FY27 academic year.
The need-based scholarship will be
awarded to a West Virginia resident(s) who
meets the requirements of the West
Virginia PROMISE scholarship criteria.

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

BACKGROUND:

In 2010, the chairperson of the Higher Education Policy Commission challenged the institutional Boards of Governors to fund an annual need-based scholarship. The full tuition scholarship will be funded by the lay members of the Board at \$1,000 each. The scholarship was renamed in April 2025 to the “Dan Durbin Board of Governors Scholarship” to honor Dan’s legacy and dedication to GSU. The need- based scholarship will be awarded to a West Virginia resident(s) who meets the requirements of the West Virginia PROMISE scholarship criteria. Each member may submit their portion of the FY27 Tuition and Fees for one year to the GSU Foundation to be disbursed to the student(s).

**Glenville State University Board of Governors
Meeting of June 24, 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.