GLENVILLE STATE UNIVERSITY

AGENDA
Glenville State University
Board of Governors

October 28, 2026

9:30 a.m.

Waco Center
Room A227/228

200 High Street • Glenville, WV 26351 • (304) 462-4110 • (304) 462-7610 • www.glenville.edu

Glenville State University
Board of Governors
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=d29TWjNxZmx1S0FYenhzcjJ1MzJCQT09
Meeting ID: 389 675 8045
Passcode: GSU
or
Dial by your location: +1-929-205-6099 US (New York)
Meeting ID: 389 675 8045
Passcode: 551330

Schedule

Wednesday, September 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 June 24, 2026.

BOARD OF GOVERNORS
October 28, 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 Reports
   A. Alumni Council - *Dustin Crutchfield, Director of Alumni Relations*
   B. Faculty Senate – *Gregory Lieving, President*
   C. Staff Council - *Rachel Clutter, Chair*
   D. Student Government Association – *Graylin Floyd, President*
   E. Wage Compression Standing Committee – *Tegan McEntire, Chair*
   F. Technology and GLBA – *Eric Marks, Chief Information Officer*

5. **Consent Agenda *(Action Item)***
   A. Minutes of the September 23, 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 – *Rick Simon, Chair*
   C. Enrollment and Student Life Committee – *Skip Hackworth, Chair*
   D. Academic Affairs Committee – *Kathy Butler, Chair*
   E. Business and Finance Committee – *Doug Morris, Chair*
   F. Athletics Committee – *Bob Marshall, Chair*

7. President's Report

8. Discussion/Actionable Items
   A. **Projects Update** *(Possible Action Item)*
   B. **Final Draft Policies** *(Action Item)*
      - GSU Administrative Policy 5 – Use of Institutional Facilities – *Tom Ratliff*
      - GSU Administrative Policy 8 – Regulating Speed, Flow & Parking of Vehicles on Campus – *Tom Ratliff*
      - GSU Personnel Policy 16 – Human Resources Administration – *Tegan McEntire*
      - GSU Tuition and Fees Policy 45A – Reduced Tuition and Fee Program for State Residents Who Are At Least Sixty Years of Age – *Mari Clements*
   C. **FY27 Revised Budget** *(Action Item) – Clay Chesser*

9. Announcements

10. Adjournment

DRAFT

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

Report for Board of Governors

- Homecoming Week is Monday, October 19 through Saturday, October 24 with a full slate of activities planned for students, alumni, and friends.
    - Theme is "Glenchella" (celebrating music festivals) and seven of the eleven musical groups scheduled to perform have at least one Glenville State alumnus among their membership.
    - The Alumni Office and Alumni Council encourage everyone to attend as many events as possible and encourage their friends and classmates to turn out as well.

- Special WV License Plate
    - As previously reported, GSU has met the initial interest application threshold and the WV DMV is currently processing paperwork and finalizing the specialty plate design. Once the DMV completes their process, those who already ordered a plate will be issued one of the special plates and others will be able to order one from the DMV alongside other state college and university specialty plates. Below is a draft design of the plate we received from the DMV.
    - 

- In coordination with Athletics, held the Curtis Elam Athletic Hall of Fame banquet and induction ceremony for the class of 2026 which included Larry Loughner, Tony Gibson, Jerald Brown, and Paris McLeod.

- Planning underway for the Luke DeMarino Memorial Business Hall of Fame dinner and induction ceremony (11/7) in coordination with the College of Business.

Submitted by: *Gregory Lieving, Faculty Senate President*

Report for Board of Governors

- The Academic Appeal policy was updated by the Academic Policy Committee to correct language that did not reflect previously-approved changes to this policy from 2024.

- The Faculty Senate Constitution was amended to align with WV code regarding the lack of a vote for the faculty representative's membership on the Board.

- Comments on Policy 8 and Policy 16 were solicited from faculty, but no comments were received.

- GSU Policy 37 - Student Academic Rights
    - Senate approved changes to terminology, gendered language, and clarifications of academic appeal processes.

Staff Council **October 2026**

Submitted by: *Rachel A. Clutter – Staff Council Chair*

Report for Board of Governors

- Personal Policy 16 – Staff Survey was conducted. Please see survey results and comments attached.
- Staff Council Constitution
    - The Staff Council Constitution was approved by ULC on Friday, Oct. 16th.
- Ongoing/Upcoming Fall Activities
    - Flannel Friday (Every Friday in October)
    - Apple Cider & Donut Social (October 23rd from 11:00am to 1:00pm)
    - Campus Trick or Treat (October 30th from 11:00am to 1:00pm)
- Ginny Grottendieck Memorial Scholarship/Moving Plaque
    - Currently building a profile on Ginny Grottendieck to help better share her story with our campus and community.
    - Working with maintenance to move her plaque from MCCC 319 to in front of the registrar's office where she worked as the evaluation analyst.

Policy 16 | Survey Results

Glenville State University • Results provided October 12, 2026 • 43 survey responses

Executive summary

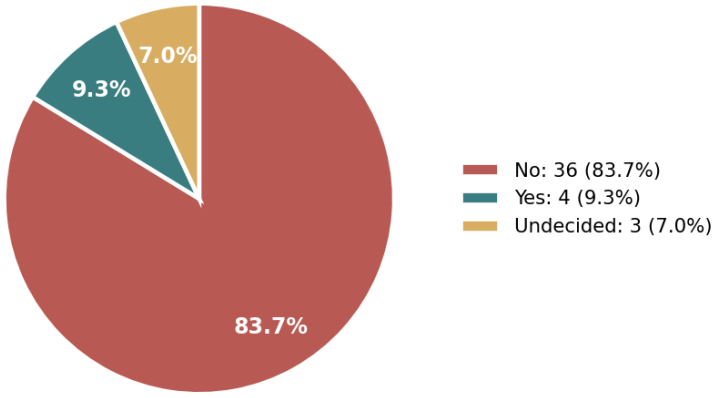
The responses show substantial opposition to removing both reduction-in-force and progressive-discipline provisions from Policy 16. A majority of respondents favor a University Leadership Council vote. Nearly half report not receiving a formal performance evaluation in the previous 12 months.

Survey topic	Leading response	Count	Share
Reduction in Force	Oppose removal	36	83.7%
Progressive Discipline	Oppose removal	38	88.4%
University Leadership Council	ULC should vote	28	65.1%
Performance Evaluations	Evaluation received	24	55.8%

Methodology: Each spreadsheet row after the survey header and question descriptions was counted as one response (n = 43). Percentages use the 43 recorded responses as the denominator. These results describe survey participants, not necessarily all university employees.

1. Reduction in Force

Support for removing reduction-in-force provisions

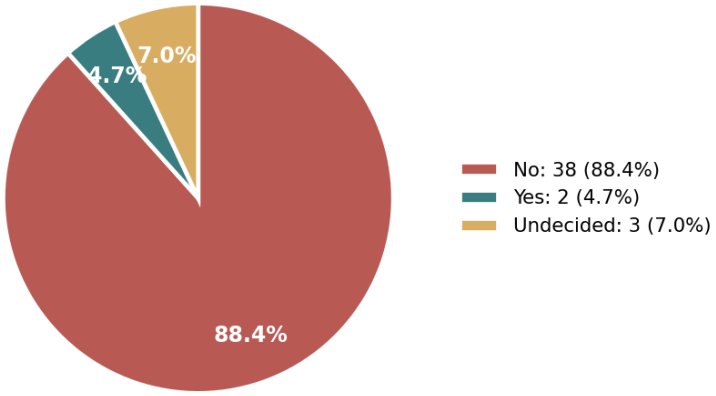


Responses: No: 36 (83.7%) | Yes: 4 (9.3%) | Undecided: 3 (7.0%)

A large majority opposed removing the reduction-in-force section.

2. Progressive Discipline

Support for removing progressive-discipline provisions

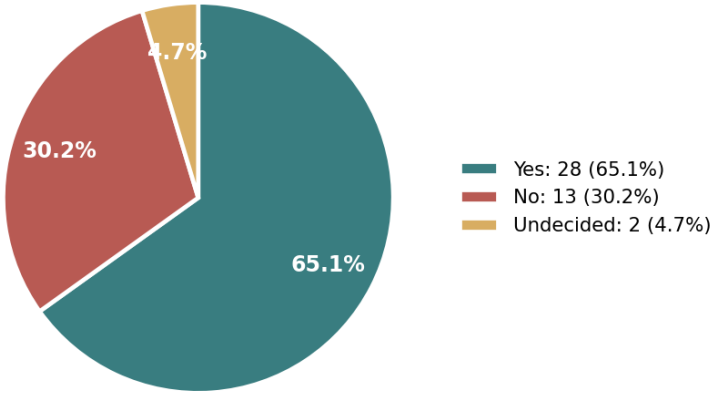


Responses: No: 38 (88.4%) | Yes: 2 (4.7%) | Undecided: 3 (7.0%)

Opposition to removing progressive discipline was particularly strong.

3. University Leadership Council

Should the ULC vote on Policy 16?

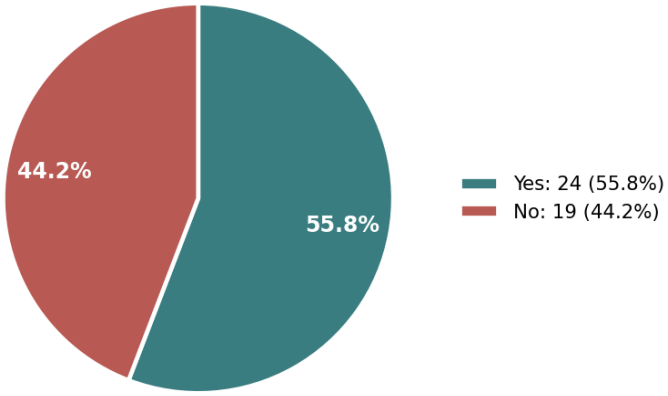


Responses: Yes: 28 (65.1%) | No: 13 (30.2%) | Undecided: 2 (4.7%)

Most respondents favored a University Leadership Council vote, though a substantial minority did not.

4. Performance Evaluations

Received a formal evaluation in the past 12 months?



Responses: Yes: 24 (55.8%) | No: 19 (44.2%)

Nineteen respondents reported not receiving a formal evaluation within the past 12 months.

Written feedback

16 of 43 respondents provided additional written comments (37.2%). Comments varied in length and viewpoint.

Recurring topics in the comments included concerns about employee protections and fairness in dismissal decisions; the role of shared governance and University Leadership Council review; accountability for employee performance and attendance; and appreciation for the opportunity to provide anonymous feedback. Some comments raised questions about other proposed policy language and survey design.

These themes are a qualitative overview, not a formal coded frequency analysis. Individual comments have not been reproduced here to avoid presenting potentially identifiable wording as representative of the full group.

Considerations for discussion

The survey results may inform discussion of the proposed Policy 16 changes, particularly the rationale for removing existing procedures, the role of shared governance, and the consistency of performance evaluations.

Policy 16 Survey Results

Additional Written Comments • October 12, 2026

The following are the 16 written comments submitted by respondents. Comments are reproduced as provided, with spacing normalized for readability.

1.

I like having the anonymous survey. I felt like I was able to express myself freely without fear of backlash. I don't find a lot of these proposed changes to be fair or in the best interest of the workers.

2.

There is no way to vote against ULC review of the policy in question 3.

3.

Thank you for creating this survey and allowing our voice to be heard.

4.

I hope the proposed changes to Policy 16 are presented to the University Leadership Council for consideration and a vote. The ULC provides faculty and staff with an important voice in the University's shared governance process, particularly when policies directly affecting employees are being created or amended. If a significant policy change such as this bypasses the ULC, I believe it raises an important question about the role of shared governance at Glenville State University and whether faculty and staff are being provided a meaningful opportunity to participate in decisions that directly affect them.

5.

Can you help everyone understand why you asked if ULC should vote on Policy 16? Have they done so in the past? Why were there no questions on this survey about removing Athletic employees from the list of employees that have to be on the compensation plan?

6.

I think certain people do too much and if we all just did our jobs and stayed in our lanes then we wouldn't need to worry about getting fired.

7.

This change sounds like it's giving higher-ups the ability to fire any of us for zero cause at any given time. So, no, I don't really think it's right for someone who has no concept of what I actually do in a day's time to have a say in whether or not I lose my job. If you're looking to fire people, I'd start with coaches and administrators, you know\...the people who soak up the most money here.

8.

I understand that staff employees are all "at will" and thus can basically be let go at any time regardless of any policy we have in place. Having progressive discipline and RIF procedures in place would be helpful in some situations but we also have some employees who are not adding anything to the campus and should be able to be let go without needing to go through a whole process. If these are indeed taken out of policy, we should work with Human Resources to try and establish some type of framework that could be followed when issues arise.

9.

I feel there should be language to prevent an open door for someone to be hired and then clean house and bring in individuals they personally want. There needs to be protection at some level.

10.

More common sense and understanding of blue collar worker and jobs that they do

11.

We need to get rid of the ones that don't show up, enforce attendace policy if you do not have time to cover

12.

I feel this doesn't matter

13.

Those who don't show up everyday or do anything should be terminated, I also think we should be able to actually help other coworkerwithout it being an issue unless your daily work isn't done.

14.

I feel this is wrong, very wrong, maybe be should revaluate our options

15.

Academic administrator compensation is not governed by the West Virginia Higher Education Policy Compensation Management Program; compensation is determined at the discretion the President. ((NO) This means anyone can hold an Academic Administrator position and be paid a sum of X, they would not even technically need to be a Academic Administrator to hold the title and get paid X as long as someone says they perform administrative duties. These positions should be classified and titled to go along with the system. Changing a title so it does not match the system so those positions can be paid on whatever salary people want is unethical. I believe their title is Administrative Assistant with WVHEPC and should remain so and paid accordingly.....Who and What is ULC?

16.

In section 9.3, in the 2nd to last sentence, there is a typo. The word to is in there twice. In reference to the RIF section, I am against removing this entire section. Having a process in place, allows for fairness in the RIF process. We lost so many protections when this campus changed everyone to non-classified employees. Removing this section from the policy is just one more right stripped away from us. Without this process in place, I fear that just because a supervisor doesn’t like an employee, they can just RIF them with no process. Even if that employee, does their job and does it well. I fear we are backsliding to the “good old boys network” all over again. This applies to the progressive discipline section, as well. We need to provide an avenue for employees to correct and improve performance and behaviors before they are given a disciplinary action. Once again, we are being stripped of more and more protections and it feels like the Board and the upper administration could care less. The pay is below par. Our insurance, that used to be fantastic, gets more expensive with less benefits every year. The least that can be done is to save us some sense of protection on this campus. I love GSU. I have been employed here for almost 20 years, but it gets harder and harder to justify staying every year. Especially, when our protections are being eroded away.

FLANNEL FRIDAY

Every Friday in October

WEAR YOUR FAVORITE FLANNEL AND CELEBRATE THE SEASON EVERY FRIDAY IN OCTOBER!!!

Fall Looks Better in Flannel!

SPONSORED BY STAFF COUNCIL


Apple Cider & Donut Social
FRIDAY, OCTOBER 23RD 2026
11:00AM -1:00PM
GSU AMPHITHEATER
(WEATHER PENDING)
SIP, SNACK & SAVOR THE SEASON!
JOIN US FOR APPLE CIDER & DONUTS!
SPONSORED BY
GSU STAFF COUNCIL

TRICK OR TREAT

On Campus

FRIDAY OCTOBER 30TH

11:00 AM - 1:00 PM

SPONSORED BY DR. MANCHIN, GSU STAFF COUNCIL, AND FRIENDS

GSU Amphitheater
(Weather Pending)

GINNY GROTTENDIECK MEMORIAL SCHOLARSHIP



Virginia Ann "Ginny" Grottendieck was a dedicated and beloved member of the Glenville State College community whose impact extended well beyond her professional responsibilities. She began working at Glenville State in the spring of 1981 in the Admissions Office, where she served as an Admissions Records Officer responsible for completing final evaluations for graduates. Throughout her years of service, Ginny was known for her energy, enthusiasm, and commitment to her work. Her colleagues remembered her as a competent, vivacious person who truly enjoyed life and whose contributions were vital to her department. Beyond campus, she was deeply involved in her community, serving in numerous leadership roles with organizations including the Glenville Woman's Club, the American Association of University Women, the GSC Staff Council, and the Gilmer County Band Boosters.

In recognition of her lasting contributions and in honor of her memory, on February 16, 1995, the Glenville State University Staff Council renamed the Classified Staff Council Scholarship the Ginny Grottendieck Memorial Scholarship. This scholarship continues her legacy of service by providing educational support to dependents of Glenville State University employees. The scholarship is awarded each fall semester to an incoming freshman, with a second award potentially available during the spring semester to a freshman or upperclassman, depending on the availability of funds.

Though Ginny passed away on April 21, 1994, at the age of 48, following an eight-month illness, her legacy lives on through the scholarship established in her honor and the continued recognition of her dedication to Glenville State, her colleagues, and her community. Her life exemplified a spirit of service, enthusiasm, and commitment that continues to be remembered by the university community.

Student Government Association (SGA) October 2026

Submitted by: *Graylin Floyd, President*

Report for Board of Governors

- SGA Appointments as of 10/21/26
  - 27 members confirmed.
  - Professional headshots completed for all current members.
- Passed Bills and Student Funding
  - Approx. $200 provided for student tailgates early in the academic year.
  - Approx. $200 is planned for Halloween weekend tailgates.
  - Approx. $500 provided for the Starbucks event to incentivize student participation in the Student Concerns Survey.
- Recognized Student Organizations
  - National Association of Black Accountants (NABA)
  - Young Life
- Initiatives
  - Student Concerns Survey (September 24–25, 2026)
    - 61 submissions; 54 self-reported first-time responses analyzed.
    - 87% satisfied; top concerns: parking (68.5%), Wi-Fi/dining (57.4% each).
    - 66.7% favored longer shuttle hours; 51.9% favored longer library hours.
    - Voluntary survey; results are not representative of all students.
    - ***SGA Student Concerns Survey – Analytical Summary (attached)***
  - Meet & Confer with Dr. Manchin (October 15, 2026)
    - Strong student turnout and productive discussion with Dr. Manchin.
    - SGA will follow up with the President's Office on student concerns.
    - Main concerns discussed included parking, library hours, and shuttle services, aligning with several of the primary issues identified in the Student Concerns Survey.
  - Higher Learning Commission (HLC) Visit
    - Most SGA members attended alongside other campus student leaders.
    - Students shared their experiences; HLC reviewers appeared pleased.
- West Virginia Advisory Council of Students (ACS)
  - SGA President elected ACS Vice Chair in September 2026.
  - Glenville State will host ACS in person at the WACO Center on November 6.
  - Possibly the first in-person ACS meeting in 10+ years.
- Student Activities and Upcoming Events
  - Student Activities events have seen high student turnout.
  - SGA is planning a D.C. trip to pursue meetings with West Virginia's U.S. senators and representatives.

SGA Student Concerns Survey – Analytical Summary of Student Responses

Prepared for the Glenville State University Board of Governors Meeting | October 28, 2026

This analysis examines students' reported concerns about campus services, academic access, and student life at Glenville State University. Responses (N = 61) were collected September 24–25, 2026. The primary analysis includes 54 submissions from respondents who reported they had not completed this survey previously; seven self-reported repeat submissions were excluded from the main counts. Survey responses were examined using descriptive statistics, qualitative thematic coding, subgroup comparisons, and exploratory prioritization to inform discussion with university leadership.

Quantitative Results

Overall satisfaction was high: 47 of 54 respondents (87.0%) reported being satisfied or very satisfied with Glenville State, while seven (13.0%) were neutral. No first-time respondent selected dissatisfied or very dissatisfied. Nevertheless, several aspects of daily campus life were frequently identified for improvement.

- Parking: 68.5% (n = 37) selected this as an improvement priority.
- Wi-Fi/technology and dining services: 57.4% each (n = 31 each).
- Housing/residence halls: 40.7% (n = 22); academic experience/classes: 27.8% (n = 15).
- Extending shuttle hours would benefit 66.7% (n = 36); extending library hours would benefit 51.9% (n = 28).

Students could select as many as five improvement areas; therefore, those percentages do not total 100%. The library and shuttle questions asked specifically about restoring longer hours, so support for those changes is not equivalent to ranking them among the five most pressing campus problems.

Qualitative Theme Analysis

Written answers were coded for recurring concerns and their reported effects. The most frequently identified themes were shuttle/transportation (16 respondents; 29.6%), dining/meal plans (14; 25.9%), Wi-Fi/internet (13; 24.1%), parking (10; 18.5%), and library/study access (7; 13.0%). Themes could overlap within a respondent's answers. Shuttle comments were often prompted by the question specifically about shuttle and library hours; they should not be interpreted as wholly spontaneous complaints.

Themes Among Reported Concerns

Students connected unreliable internet with difficulty completing coursework, described reduced access to dining and transportation after evening commitments, and raised questions about parking availability and permit rules. Some responses also cited tutoring access, housing conditions, financial aid communication, and accessibility barriers. Lower-frequency concerns can still be consequential, particularly when they involve access to essential resources.

Themes Among Positive Experiences

Respondents also identified strengths worth protecting, including student events and organizations (14 respondents), athletics and esports (10), a welcoming community and support (10), and dining or meal flexibility (9). These findings indicate that satisfaction with the institution can coexist with a desire for specific operational changes.

Subgroup Patterns

Differences in student circumstances may influence how campus services are experienced. Parking was selected by 13 of 16 Pioneer Village respondents (81.3%), compared with 4 of 10 off-campus respondents (40.0%). Longer shuttle hours were supported by 32 of 42 student-athletes (76.2%), compared with 4 of 12 non-athletes (33.3%). All nine international respondents supported longer shuttle hours; all nine also reported athletics involvement, limiting the ability to attribute the difference to residency status alone.

These comparisons are exploratory. None of the 27 subgroup tests retained statistical significance after adjustment for multiple comparisons; they identify issues for further inquiry rather than proving group-wide disparities.

Interpretation

The central finding is that students generally express positive views of Glenville State while reporting distinct barriers to accessing and using everyday services. Parking has the highest reach among selected improvement areas, whereas the written responses describe educational consequences of Wi-Fi interruptions and scheduling conflicts affecting meals, study spaces, and transportation. The administration and SGA may therefore benefit from distinguishing high-frequency complaints from issues with potentially significant academic or equity impacts.

Limitations

The survey was voluntary, not a random sample, and cannot establish campus-wide prevalence. Student-athletes constituted 42 of 54 first-time respondents (77.8%), which may overrepresent athletic schedules. Repeat submissions were identified by self-report, not independently verified. Small subgroup sizes, and overlapping concerns limit some comparisons. Written comments describe student experiences but do not independently verify operational causes.

Next Steps

The findings should be used to ask targeted questions and establish a follow-up process rather than request immediate commitments to uncosted solutions. Recommended discussion topics are: (1) IT assessment and a repair timeline for unreliable connectivity; (2) parking utilization/accessibility and permit allocation, especially around residence halls; (3) late-evening dining and meal-plan access; (4) feasibility of extended shuttle and library hours; and (5) clear escalation routes for accessibility, billing, and tutoring concerns. Where possible, SGA should request a departmental contact, next action, and reporting date for each issue.

Table 1

Area	Count	% of Respondents
Parking	37	68.5%
Wi-Fi / technology	31	57.4%
Dining services	31	57.4%
Housing / residence halls	22	40.7%
Academic experience / classes	15	27.8%
Accessibility	11	20.4%
Financial aid / billing	9	16.7%
Campus shuttle	9	16.7%

Note. Improvement-area selections among first-time submissions (N = 54). Up to five selections were allowed.

Table 2

Open-Ended Theme	Respondents	% of Sample
Shuttle / transportation	16	29.6%
Dining / meal plans	14	25.9%
Wi-Fi / internet reliability	13	24.1%
Parking	10	18.5%
Library / study resources	7	13.0%
Social life / activities	7	13.0%
Academic instruction / tutoring	5	9.3%
Facilities / housing / safety	5	9.3%
Communication / administration	5	9.3%

Note. Themes from open-ended responses by distinct respondent (N = 54). Multiple themes per response were possible; shuttle and library topics were explicitly prompted in one question.

Table 3

Measure	Yes / Positive	Other Responses
Overall satisfaction	47 satisfied or very satisfied (87.0%)	7 neutral (13.0%); 0 dissatisfied
Extend library hours	28 yes (51.9%)	9 no; 17 unsure or non-use
Extend shuttle hours	36 yes (66.7%)	9 no; 9 unsure/ambiguous

Note. First-time submissions (N = 54). Seven shuttle answers selected an incorrectly worded option referring to library non-use.

Table 4

Discussion Topic	Evidence	Suggested Question for the President
Wi-Fi	31/54 selected technology; written responses link outages to coursework.	Could IT identify problem locations and provide a repair or assessment timeline?
Parking	37/54 selected parking; 13/16 at Pioneer Village.	Can SGA review peak occupancy and permit allocations with the responsible office?
Dining	31/54 selected dining; students described difficulty after evening obligations.	Could late-meal access and meal-plan flexibility be reviewed?
Shuttle & library	36/54 favor extended shuttle hours; 28/54 favor longer library hours.	Could targeted extensions or limited pilots be evaluated against usage and staffing?
Student support	Accessibility 11/54; billing 9/54; academic experience 15/54.	What confidential process should SGA recommend for unresolved student support issues?

Note. Talking points are questions for discussion, not evidence that the university has committed to specific changes.

Submitted by: *Tegan N. McEntire, Chair*

Report for Board of Governors

Wage Compression Task Force:

14 Faculty members and 44 Staff members received additional money from the Wage Compression Task Force.

Staff received $53,522; Faculty received $31,407 for a total of **$84,929.**

We currently still have 43 Staff members that are not at their minimum pay grade. To get them all to their minimum pay grade would cost a total of **$79,373**.

Submitted by: *Eric L. Marks, Chief Information Officer*

CIO

- Information Security Management System – This is in the final stages of development and approval. Adjusting the signature pages to remove Drew after his departure.
- Conducting inventory, user access review, vendor review, etc. as required for compliance.
- Preparing to launch required cybersecurity trainings (part launched now) and phishing campaigns.
- Working on creating new encrypted file servers and moving/reorganizing stored data by type.
- Preparing for the requested training during the retreat.

Office of Technology

- Working on finalizing Technology installations at Morris Stadium.
- Working to connect grades and attendance between Brightspace and Banner.
- Working through the contract with Citynet and other vendors to increase the administrative and student internet network bandwidths.
- Transitioning and restructuring after the loss of the DBA and Web Designer in the recent RIF process.
- Working with Admissions and Student Life to finalize the connection of various software to Banner.

Glenville State University Board of Governors
Meeting of October 28, 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 June 24, 2026 meeting
2. Cashflow Projection Statement
3. Accounts Receivable Report

Glenville State University
Board of Governors Meeting
September 23, 2026
Louis Bennett Hall, Room 351

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 Mr. Trae Sprague, Staff Representative Ms. Graylin Floyd, Student Representative, via Zoom
Absent:	Ms. Maureen Gildein, Faculty Representative
Faculty & Staff Present:	Dr. JD Carpenter, Assistant Professor of Business & Chair, College of Business Mr. Duane Chapman, Vice President of Enrollment & Student Affairs Mr. Clay Chesser, Accountant Senior/Capital Projects Manager Dr. Mari Clements, Provost & Vice President for Academic Affairs Ms. Rachel Clutter, Dir. of Dual Enrollment/Dual Credit & Staff Council Chair Mr. Dustin Crutchfield, Director of Alumni Relations Dr. Kevin Evans, Dean of Health Sciences Mr. Robert O. Hardman II, Business & Finance Consultant Mr. David Hutchison, Vice President for Advancement Dr. Gregory Lieving, Assoc. Professor of Psychology & Faculty Senate President Ms. Tegan McEntire, Human Resources Director Ms. Carrie McKeown, Human Resources Representative, via Zoom Dr. Mark Manchin, President Mr. Eric Marks, Manager of Information Systems & Staff Council Chair Mr. Tom Ratliff, Executive Director of Operations Mr. Jesse Skiles, Director of Athletics Ms. Teresa Sterns, Chief of Staff/Executive Assistant to the President
Others Present:	Mr. Brian Greene

DRAFT

Call to Order
Chair Green called the meeting to order at 9:36 a.m.

Swearing in of new appointed Board member
Chair Green administered the Oath of Office to Trae Sprague, newly appointed staff representative.

A quorum was established.

Public Comment – N/A

Constituent Comments
Alumni Council – Dustin Crutchfield, Director of Alumni Relations, distributed the upcoming Homecoming schedule of events and sponsorship opportunities flyer. This year's Homecoming theme is "Glenchella." Vendors and food booths will be set up in the amphitheater during Homecoming week, with numerous activities and entertainment planned. He also provided the following updates:

- The West Virginia DMV is processing paperwork and finalizing the design for the specialty WV GSAU license plate.
- Content for the 2026 *Pioneer Progress* magazine is being finalized.
- The company producing the Alumni Oral History books anticipates completing them by the end of the year.

Faculty Senate – Greg Lieving, President, reported the following:

- The Senate is reviewing and updating its constitution.
- Revisions to the grade appeals policy and Academic Policy Committee bylaws were approved.
- Elections are underway to fill a vacancy on the Promotion and Tenure Committee.

Staff Council – Rachel Clutter, Chair, reported the following updates:

- New representatives were elected to fill vacant Staff Council positions.
- The Wage and Compression Task Force is scheduled to meet on October 6, 2026.
- The revised Staff Handbook is awaiting feedback from staff.
- The Council is updating its constitution.
- The Campus Culture Committee continues to promote engagement and recognition, with a variety of events and activities being planned.
- The Council is working to increase awareness of the Ginny Grottendieck Scholarship, encourage more applications, and grow the scholarship fund. Ms. Grottendieck formerly worked in the Registrar's Office and served as Staff Council Chair. The Council is also planning to install a plaque in front of the Registrar's Office in her honor.

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

- SGA is tabling Student concerns survey event this Friday to obtain positives and negatives regarding the survey.
- SGA provided 30 pounds of hamburger for the first tailgate.
- All students were invited onto the field for the field dedication.
- SGA collaborated with Student Life on numerous events.
- Planning is underway for Homecoming.
- Students are pleased with the new amphitheater.
- Overall, student morale and campus atmosphere are very positive.

Wage Compression Standing Committee – Tegan McEntire, Chair, reported that the Committee will meet again in early October. Employees received $500 each across-the-board raises. In addition, supplemental funding was provided to certain employees earning below the established pay scale to bring their salaries up to, or closer to, the applicable pay scale. The additional allocations included:

- **Staff:** $53,000 total awarded to 44 employees.
- **Faculty:** $31,000 total awarded to 14 faculty members.

Consent Agenda

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

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

Ann Green reported that the Executive Committee met via Zoom on September 9, 2026 to establish the agenda for today's meeting and discuss plans for the Retreat.

Board Governance and HR Committee – Rick Simon, Chair, reported that there were no additional updates beyond those in the Board packet.

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

Duane Chapman reported:

- Counselors are traveling out of state and plan to participate in the ACRO tour.
- Applications are up compared to this time last year.
- Duane and his staff assisted with tailgate at the first football game.

Doug Morris requested a recent comparison report showing how GSU compares with other institutions.

Duane stated that he would forward the information to the Board of Governors once the Higher Education Policy Commission (HEPC) releases the data.

Skip Hackworth reported that Berkeley County has 17 autism classrooms. GSU offers an autism microcredential program and representatives will travel to Berkeley County in October to enroll students in the program.

Academic Affairs Committee – Kathy Butler, Chair, commented on the new faulty members featured in the Board packet and suggested inviting them to attend a Board meeting. She also reported that GSU is developing numerous microcredentials and collaborating with Workforce Development, which provides scholarships to eligible clients enrolling in certain degree programs. These programs must receive formal approval. Kathy noted that the Higher Learning Commission (HLC) visit was scheduled for Monday and asked Mari Clements to provide additional details.

Mari Clements reported that the Board would meet with the HLC team at 1:00 p.m. on Monday. More than 1,000 documents had been provided to the team in response to its questions. She also confirmed that the application to the West Virginia Board of Nursing had been submitted.

Ann Green asked for an update on GSU's prison education programs.

Mari Clements reported that enrollment at FCI is higher than at HCC, primarily due to turnover among HCC's education staff. HCC is also experiencing internet-related technology issues. Additionally, HCC has contracted with Mount Vernon Nazarene University in Ohio as its primary college partner. Enrollment at HCC has declined to approximately 30 students.

Kathy Butler requested an updated Fact Book.

Mari Clements explained that the Fact Book is available on the GSU website and includes data dating back to 2003 through the 2025–2026 academic year. The most recent edition will be published once the updated numbers are received from HEPC. Mari agreed to send the Fact Book link to Teresa for distribution to the Board.

Business and Finance Committee –Doug Morris, Chair, asked Clay Chesser to provide any new updates.

Clay announced that the draft audit had been submitted to the auditors. He also clarified the discrepancy between the enrollment reports he and Duane Chapman presented at the previous committee meeting. Duane's report reflected first-time freshmen, while Clay's report reflected first-time, full-time freshmen.

Dr. Manchin announced that a revised budget would be presented to the Board at its October meeting.

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

Jesse Skiles reported:
Soccer and volleyball teams are winning games.
The Hall of Fame event is scheduled for the following week.
GSU will host the WVU men's basketball team in October.
The wrestling program will host 17 teams for a tournament in November.

President's Report
Dr. Manchin provided an update on current legal matters and reported that the Health Sciences Department continues to grow. Construction of the new Health Sciences building is approximately 60–75% complete.
Dr. Manchin introduced Bob Hardman, who will serve as a consultant for Business and Finance. Mr. Hardman will work with Clay Chesser and Drew to assist with revising the budget.

Mari Clements introduced Col. Brian Greene, Operations Officer with the U.S. Marine Corps, who currently oversees operations in Japan. Colonel Greene's son attends GSU and Colonel Greene is exploring potential employment opportunities at the University following his retirement from the Marine Corps.

Discussion/Actionable Items

Projects Update
Tom Ratliff provided the following project updates:

- FCI-Gilmer will host a job fair next Tuesday and Wednesday.
- Work continues on deferred maintenance projects; however, there is still no confirmation regarding the release date for the next $4 million in funding. Tom noted that if GSU completes the projects before the funding is released, the University will not be permitted to reimburse itself from the deferred maintenance funds.
- Approximately $1.9 million in ESG projects funded through the first round of deferred maintenance funding

have commenced.
- The Health Sciences Center is expected to be completed by February.
- Photographs showing project progress will be provided at the next Board meeting.

Final Draft Policies

Chair Green announced that consideration of the final draft policies listed on the agenda would be postponed until the next meeting. The decision was made in response to requests from constituent groups for additional time to review the policies.

College of Business Resolution

KATHY BUTLER MOVED FOR THE BOARD TO FORMALLY RECOGNIZE AND CELEBRATE THE ESTABLISHMENT OF THE GLENVILLE STATE UNIVERSITY COLLEGE OF BUSINESS AND EXPRESS ITS SUPPORT FOR THE CONTINUED GROWTH OF THE COLLEGE OF BUSINESS AS IT PREPARES STUDENTS FOR MEANINGFUL CAREERS, DEVELOPS NEW EDUCATIONAL OPPORTUNITIES, STRENGTHENS PARTNERSHIPS THROUGHOUT WEST VIRGINIA AND BEYOND, AND ADVANCES THE MISSION OF GLENVILLE STATE UNIVERSITY.
RICK SIMON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Board of Governors Retreat Schedule

Ann Green announced that the Board of Governors Retreat is scheduled for Tuesday, October 27, 2026, from 9:00 a.m. to 5:00 p.m. on campus.

The retreat will focus on financial goals in relation to enrollment. Efforts are underway to engage alumni in the retreat and reach out to public educators and other professionals to gather insights on student recruitment and retention.

Dinner following the retreat will be held at the 33 Country Club.

Announcements

Chair Green announced the following:
- The Board will have lunch in the MCCC, Dining Hall and meet at 1:00 pm in the Louis Bennett Hall College of Business Lounge for the Ribbon Cutting Ceremony and directly following the ceremony meet w/Mari Clements in Room 351 regarding the HLC Visit.
- Board Committee Meetings (via Zoom) – October 14, 2026 at 9:00 AM
- Board Meeting – Wednesday, October 28, 2026 at 9:30 AM

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 11:20 am.

_____

Ann Green, Chair

_____

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

		Actual 26-Sep	Projected 26-Oct	Projected 26-Nov	Projected 26-Dec
FY 2026 Deposits (for reference only)		$1,847,999	$1,829,526	$1,628,243	$609,347
Beginning Balance - All Funds	**Fund #**	**$3,280,054**	**$467,118**	**($1,401,541)**	**($6,886,442)**
Incoming:					
Appropriations	**363**	685,741	685,741	685,741	685,741
Surplus Reappropriation	**363**				
Current Cash deposits	**4482**		1,276,171		
Education & General	**4496**	1,269,499	125,363		125,363
Auxillary	**4497**				
Capital	**4498**			1,108,433	1,000,000
Gifts, Donations, State Grants	**4499**				
Federal Grants	**8770**				
DMAPS Rental Income - HC					
Available Cash		$5,235,294	$1,278,222	($715,800)	($6,075,338)
Outgoing:					
Payroll costs total		1,420,355	2,211,000	1,474,000	1,474,000
Pcard Payments		912,127	634,247	300,000	300,000
Barnes & Noble Bookstore Services		-	-	-	-
Aramark Services		388,714	702,012	241,667	241,667
Utilities		127,999	130,000	140,000	150,000
Cash Disbursement/Operating expenses		294,452	75,000	75,000	75,000
Debt service & Capital Assessments		203,675	203,675	203,675	334,675
Deferred Maintenance Expenditures				1,183,433	1,400,000
Health/Wellness Grant		1,420,854		3,271,300	1,300,000
Cash used		4,768,176	3,955,934	6,889,075	5,275,342
Ending Balance - All Funds		**$467,118**	**($2,677,712)**	**($7,604,875)**	**($11,350,680)**

		Final documents ready for disbursement - See Tabs A and B for supporting details				Pending Cash documents - See tabs C and D for supporting details			Pending documents for disbursement - Auditor Pending - See tabs E and F for supporting details			Pending documents for disbursement - Agency Pending - See tabs E and F for supporting details		
Fund	(A) - Avail Cash Bal	Min - Max Sched Date	# of errors	(B) - Sched Amt	(C) - Delta - (A minus B)	(D) - Pending Cash Increase	(E) - Pending Cash Decrease	(F) - Delta (C + D - E)	(G) - Pending Increase to Cash	(H) - Pending Decrease To Cash	I - Delta (F + G - H)	J - Pending Increase to Cash	K - Pending Decrease to Cash	L - Delta (I + J - K)
4482	4,443.74	-		$0.00	$4,443.74	$0.00	$0.00	$4,443.74	$0.00	$0.00	$4,443.74	$0.00	$0.00	$4,443.74
4496	97,948.41	10/1/26 - 10/9/26		$308.30	$97,640.11	$0.00	$0.00	$97,640.11	$0.00	$6,388.60	$91,251.51	$0.00	$0.00	$91,251.51
4497	23,531.63	10/14/26 - 10/14/26	1	$26,796.44	*($3,264.81)*	$0.00	$0.00	*($3,264.81)*	$0.00	$0.00	*($3,264.81)*	$0.00	$0.00	*($3,264.81)*
4498	522.23	-		$0.00	$522.23	$0.00	$0.00	$522.23	$0.00	$0.00	$522.23	$0.00	$465,178.10	*($464,655.87)*
4499	241,451.31	-		$0.00	$241,451.31	$20,102.47	$0.00	$261,553.78	$0.00	$310.08	$261,243.70	$0.00	$0.00	$261,243.70
8770	1,082.47	-		$0.00	$1,082.47	$0.00	$0.00	$1,082.47	$0.00	$653.80	$428.67	$0.00	$0.00	$428.67

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

Report for Board of Governors

Active Positions:

Staff	Open Positions
Chief Financial Officer/Vice President of Business & Finance	1 Replacement- Timothy Henline
Controller	1 Replacement- Andrew Metheney

New Employees:

Isaiah Hill	Administrative Assistant
Joey Wiant	Security Guard

Submitted by: *Tom Ratliff, Chief of Operations*

FACILITIES, OPERATIONS, & CAPITAL PROJECTS

- The Morris Family Community Health and Fitness Complex Phase I is complete and turned over to the University but punch list items continue to be corrected. Phase II work continues the roof to be completed this week. The exterior with brickwork and siding to be mostly complete by October 23rd. Tentative completion is on schedule for February 2027.

- The LBH demolition is completed. Some of the final materials have been delayed slowing final completion of the door locks. Parking lot repairs are completed and all spaces are available with new lighting installed to provide better coverage.

- Pioneer Way is open and the warranty work continues on the concrete. Production lights were set along with completion of the programming. Additional programming continues with some warranty work on the lights remaining. The lighting on the signage should be completed this week.

- We are working with contractors to complete estimates so we can finish projects associated with the deferred maintenance grant from the state. The contract with Energy Systems Group has been awarded and scheduled for completion by February 28, 2027. The extension request was approved for the new timeline. This work entails the overhaul of our computer aided HVAC controls campus-wide and re-commissioning of our systems at an initial cost of $1.9 million. The Morris Criminal Justice Center and Mollohan have been completed with ongoing work in the Fine Arts and Waco Center currently. We are set to receive roughly $4 million in funds but it is still unclear when they will become available. We submitted our list of projects and they have been approved pending funding release.

- The new round of electronic locks are here and installation is nearly complete in Pickens Hall with Pioneer Village replacement ongoing. This project involves 478 wireless door locks and 20 wired door locks of which 128 wireless locks are installed and 4 wired locks are installed as well. These are being installed one building at a time to minimize confusion and ensure reliability.

- 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. Only a couple of GSU Housing Corp. properties are left to be completed.

- We are nearing the completion of our lease extension with DCR for the next 5 years and this should be completed today. As part of those negotiations, GSU is working on a newly revised program to partner with Academic Affairs to collaborate with DCR offering credits for training provided that training meets GSU requirements. This work also includes working with the national accreditation team to see if this could be expanded beyond just WV.

- 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 within the next couple of weeks and tentative completion of December ’26. 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.

- We are in the process of purchasing two 56 passenger MCI busses that will replace 2 older busses in our fleet with a generous outside donation to cover the cost of the purchase along with some additional work on the two remaining in our fleet.

- Public Safety has hired a new Certified Police Officer and still need to hire two more vacant positions due to resignations. The new officer will start as a Security Guard and will attend the next State Police Academy. Currently working with a potential new hire that will be coming from a Federal Law Enforcement agency after retirement. Their academy time should only be two weeks thereby saving the University funding.

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

Scholarship Comparison

	FY 27	FY 26	FY 25	FY 24	FY 23
Scholarships	767	939	865	698	574
Students	404	453	400	408	343
Tuition Discounts Offset	$832,493	$708,570	$592,752	$493,792	$394,636
Total Awarded *9/8/2026 *$257,630 *Still to Award*	$1,047,896	$1,106,474	$1,005,758	$907,777	$737,006

Advancement Updates:

- GSU Foundation Audit Complete – Clean Report

New Scholarships Fall 2026

- Bill Casto Memorial Scholarship ‘67
- Bernie Reese ‘91
- Bonnie L. Taylor ‘54
- Martha Crane Hamilton
- Ruth L. Conrad Hickman Memorial
- Nancy Showers Health Sciences

In Progress

- Professor Wayne deRosset Scholarship – Department of Language and Literature
- Cheryl McKinney Accounting Award – WV Society of CPA’s

Grant Updates:

Received

- $2,966 – HEPC – Mental Health Professional Development
- $7,000 – HEPC – Mental Health Strategies with Promising Evidence
- $2,000 – WV Humanities Mini Grant – Folk Festival Archives
- $10,000 – First Energy Foundation – Pioneer Pantry
- $25,000 – HEPC FY2027 West Virginia–Ireland Education Alliance

Submitted

- $2.5M – ARC Power – Rural Health Initiatives
- $7,500 – Parkersburg Community Foundation – Pioneer Clothes Closet
- $5,000 – HEPC Opportunity Grant – Study Abroad



Upcoming Events:

- October 19 -25 Homecoming Week
- October 20 Music Fest & Music Hall of Fame
- October 23 GSU vs. WVU – Men's Basketball Exhibition at the Waco Center
- October 24 1:30 Homecoming Football Game vs. West Liberty
- October 30 WBB Pioneer Derby Fundraiser
- October 31 Football vs. West Virginia State
- November 7 Luke DeMarino Business Hall of Fame
- November 14 Football vs. West Virginia Wesleyan
- November 14 War in the Waco
- November 18 Scholarship Donor Dinner

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

Update Report for Board of Governors

1. Enrollment – Admissions and Recruitment

Under Graduate

Applications - 10/5/26

FA26	207
FA27	240

Graduate

Grad Apps FA26 – 0
Grad Apps FA27 - 0

Full install of Liaison outcomes (CRM) by November 1st

Developing Enrollment Report (see attached)

2. Student Affairs

Student Life

Preparing for Homecoming – October Week of 19th-24th

Student Activities

In the first 7.5 weeks of Fall 2026 (August 12 – October 2), Student Activities participation has surpassed the entire Fall 2025 semester total. Growth is driven by both higher unique student reach and an increase in repeat visit frequency, all prior to major late-fall events including Homecoming and Halloweek.

Posting printed calendars in residence halls and main buildings builds constant daily awareness, while *The Daily Rundown* email confirms details every morning. Pairing this with real-time Instagram and Snapchat alerts gives students an immediate reason to show up, turning passive interest into active event attendance across campus.

- Total Check-Ins: Up 47.1% year-over-year (1,297 check-ins vs. 882 in full Fall 2025).
- Unique Students: Expanded by 24.5% to 391 students (up from 314 in Fall 2025).
- Weekly Attendance Rate: More than doubled from 84 to 173 check-ins per week.
- Average Visits per Student: Grew from 2.81 to 3.32 visits per participating student.

Top Event Types:

- Arts & Crafts: 352 check-ins
- Live Entertainment: 268 check-ins
- Bingo: 168 check-ins

Top Five Events (Fall 2026):

- Welcome Back Bingo: 110 check-ins
- DIY Street Signs: 108 check-ins
- DIY T-Shirts: 99 check-ins
- Relaxation Station Slime Crafts: 90 check-ins
- Cheesy Bingo in the Musket: 79 check-ins

Student Demographic Highlights:

- Freshmen consistently bring the highest number of unique students (100+ per term), while Seniors and Freshmen lead overall attendance volume and show the highest repeat visits.
- Student-athletes generate roughly half of all campus event attendance (49.7% in Fall 2026 and 52.3% in 2025).
- Football (+441.7%), Volleyball (+323.8%), and Men's Track (+140.3%) drove significant attendance growth from Fall 2025 into Fall 2026.

Residence Life

3. PIONEER SUPPORT CENTER

- Pioneer Support Center is preparing for the release of mid-term grades and to intervene where needed.
- Planning has begun for GSU's annual Career Fair for Spring 2026.
- On-campus tutoring usage is showing 755 visits from 144 individuals since Four-week grades.
- Supporting student in acquiring birth certificates, independent status and other documentation.

4. STUDENT SUPPORT SERVICES

- Funded number served-165
    - Met Eligibility Criteria: two-thirds of the participants served during the project should be low-income and first-generation, students with disabilities, or students with disabilities who are low-income.
    - Currently 84.32%
    - Persistence Rate - 82.00%
    - Good Academic Standing (GSA) Rate - 85.00%
    - Bachelor's Degree Attainment Rate (for 4-year institutions only) - 70.00%

Welcome Week Cookout — August 24

Student Support Services hosted a Welcome Week Cookout with 121 students in attendance. The event provided an opportunity to welcome students to campus, promote engagement, build connections, and introduce students to available support services and resources.

Trivia Night — September 22

Student Support Services hosted Trivia Night as an interactive student engagement activity. The event gave students an opportunity to socialize, build connections with their peers, and participate in a fun and welcoming campus activity.

Clue: On Stage – Actors Guild of Parkersburg — September 26

Students attended a live performance of *Clue: On Stage* at the Actors Guild of Parkersburg. The outing provided an opportunity for students to experience live community theatre while encouraging cultural enrichment, social engagement, and peer connections outside of the traditional campus environment.

Marshall University Graduate School Visit & Huntington Museum of Art — October 14

Students will participate in an educational trip to Marshall University to explore graduate school opportunities and learn more about continuing their education beyond the undergraduate level. The visit will expose students to the graduate school environment and encourage them to consider future academic and career pathways.
The trip will also include a visit to the Huntington Museum of Art, providing students with a cultural enrichment experience and exposure to art, history, and creative expression. Together, the activities will combine graduate education exploration with an engaging off-campus learning experience.

Halloween Karaoke & Costume Contest — October 22

Student Support Services will host a Halloween Karaoke and Costume Contest as a student engagement and community-building activity. Students will be encouraged to participate in karaoke, showcase their creativity through costumes, and interact with their peers in a fun and welcoming environment. The event will support student involvement, social connections, and a sense of belonging.

Trivioke — November 18

Student Support Services will host Trivioke, an interactive event combining trivia and karaoke. Students will have the opportunity to test their knowledge, participate in karaoke, and interact with their peers in a relaxed environment. The event will promote student involvement, community building, and social connection.

Just Dance — December 8

Student Support Services will host a Just Dance event to provide students with an energetic and interactive opportunity to connect with their peers. Students will participate in dance-based activities designed to promote social interaction, stress relief, student engagement, and a sense of community.

GLENVILLE STATE UNIVERSITY™

OPEN HOUSE

WHAT'S YOUR ERA?

PICK YOUR ERA. DRESS THE PART. FIND YOUR FUTURE

NOV 14, 2026 | 9am

- Enjoy morning brunch
- Meet professors
- Explore student organizations
- Tour our campus
- And attend our football game!



Scan here to register!

Submitted by: *Mari L. Clements, PhD, Provost and VP for Academic Affairs*

Academic Affairs has had a very busy semester and there are no signs of slowdown. We have submitted 15 microcredentials to the state Higher Education Policy Commission and proposals for new ones are coming in every month. I have been asked to present about Glenville State's process and progress to the West Virginia Collaborative to Advance Learning Mobility, an initiative of HEPC that is part of the national Learning Mobility Collaborative, later this month.

We are awaiting our draft report from the Higher Learning Commission midcycle accreditation visit (due to an unusually large number of reports coming to our VP at HLC, this report is delayed), but all signs are that it will be a positive report.

We have received the Panel Review from HLC on our Associate of Science in Nursing leading to licensure as a Registered Nurse, and it was very positive. They have recommended approval with no stipulations or reservations. The Institutional Actions Council will meet January 11-12, 2027, and we should have the final decision by January 26, 2027, at which point we can begin to accept applications for the program. Dr. Mike Callihan and Dr. Kevin Evans will be representing us at the WV RN Board meeting on October 30, 2026. The Board has not asked for any additional information beyond our 450+ page application and supporting materials, so we are hopeful for a positive decision later this month.

My apologies for being unable to join you today. I was asked to be part of an accreditation site visit team in Florida and the dates for that visit were set last summer before board meeting dates were finalized. Dr. Kevin Evans has graciously agreed to represent Academic Affairs and to answer any questions that might arise.

Academic Affairs

14 October 2026

GLENVILLE STATE UNIVERSITY

HLC Site Visit Update

- Visit went really well
- Draft report has been delayed due to a backup at HLC
  - Our VP has had an unusually high number of reports submitted at the same time
- Excerpt from exit feedback

The purpose of this exit session is to outline next steps and the tentative timeline. We are not able to provide specific details of our recommendations with you, as we will continue our work this afternoon, tomorrow, and the next few days to draw conclusions and complete the team report.

However, the team and I would like to share the following observations and commendations.

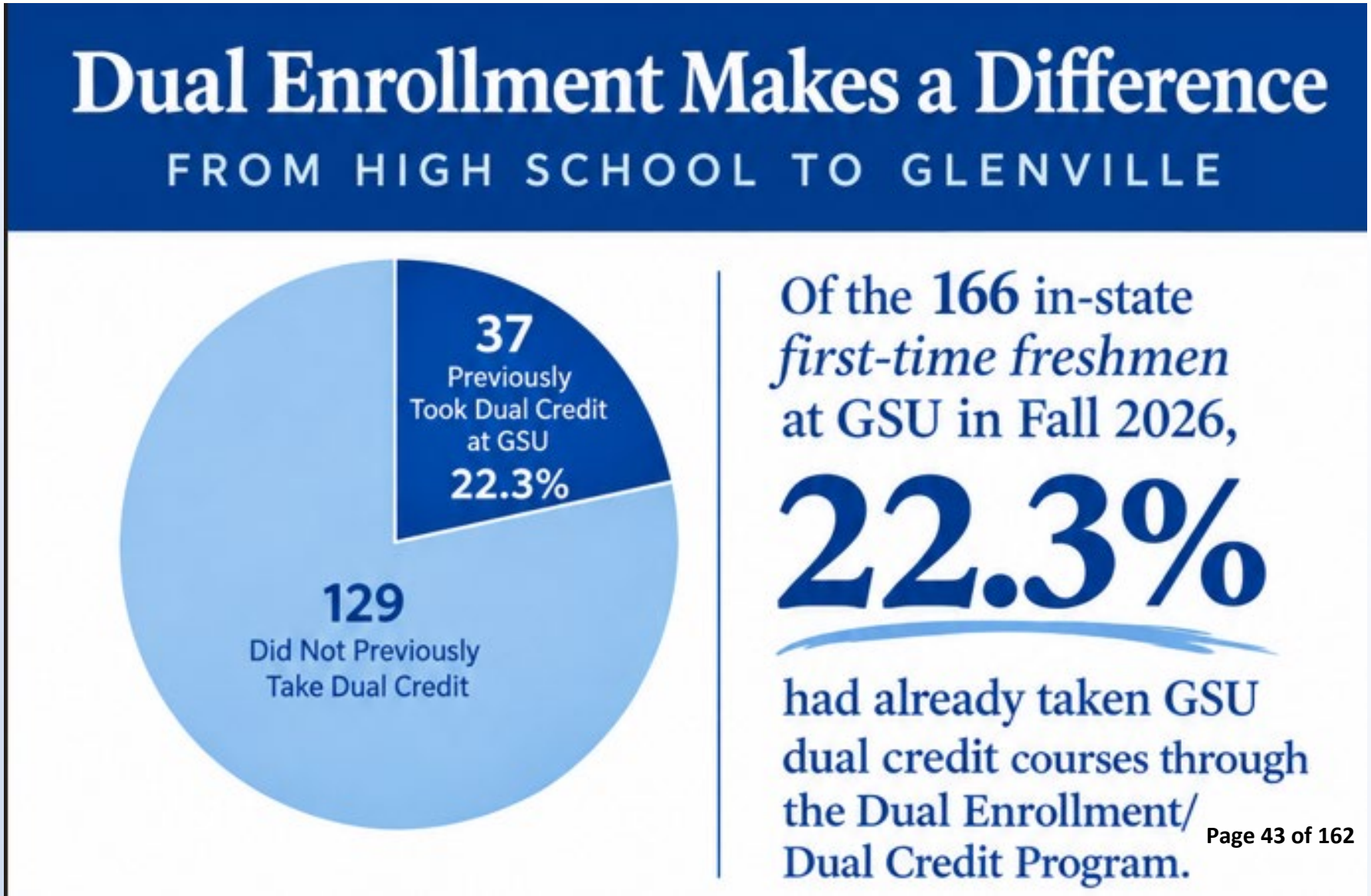
- Mission – infused, foundational
- You care for and about each other.
  - Faculty & staff know and care about students
  - BOG also.
- And you are the community you serve.
- Open communication and collaboration.
- Visible and Engaged leadership.

Great Things are Happening at GSU!

Nursing Program Approval Progress

- Panel review at HLC is complete and recommended approval
  - Institutional Actions Council Meeting 11 & 12 January
  - Notification ~two weeks after the meeting
- On the agenda for the 30 October 2026 WV RN Board
  - Mike Callihan, Director of Nursing, and Kevin Evans, Dean of Health Sciences, will be in attendance
  - Should know right away
  - The Board has not asked for any additional information

Dual Enrollment/Dual Credit Conversion



Dual Enrollment/Dual Credit Conversion

Why This Matters

These students are already familiar with GSU—our people, our programs and our campus culture. They come to us with a head start, greater confidence and a stronger foundation for success.

INCREASES STUDENT RETENTION
They are already connected to GSU.

BUILDS A STRONGER ACADEMIC FOUNDATION
They are prepared for college-level work.

STRENGTHENS OUR CAMPUS COMMUNITY
They bring experience, confidence and enthusiasm.

SUPPORTS GSU'S MISSION
Dual enrollment grows opportunity and creates lasting impact in our region.

Early Access. Lasting Impact.

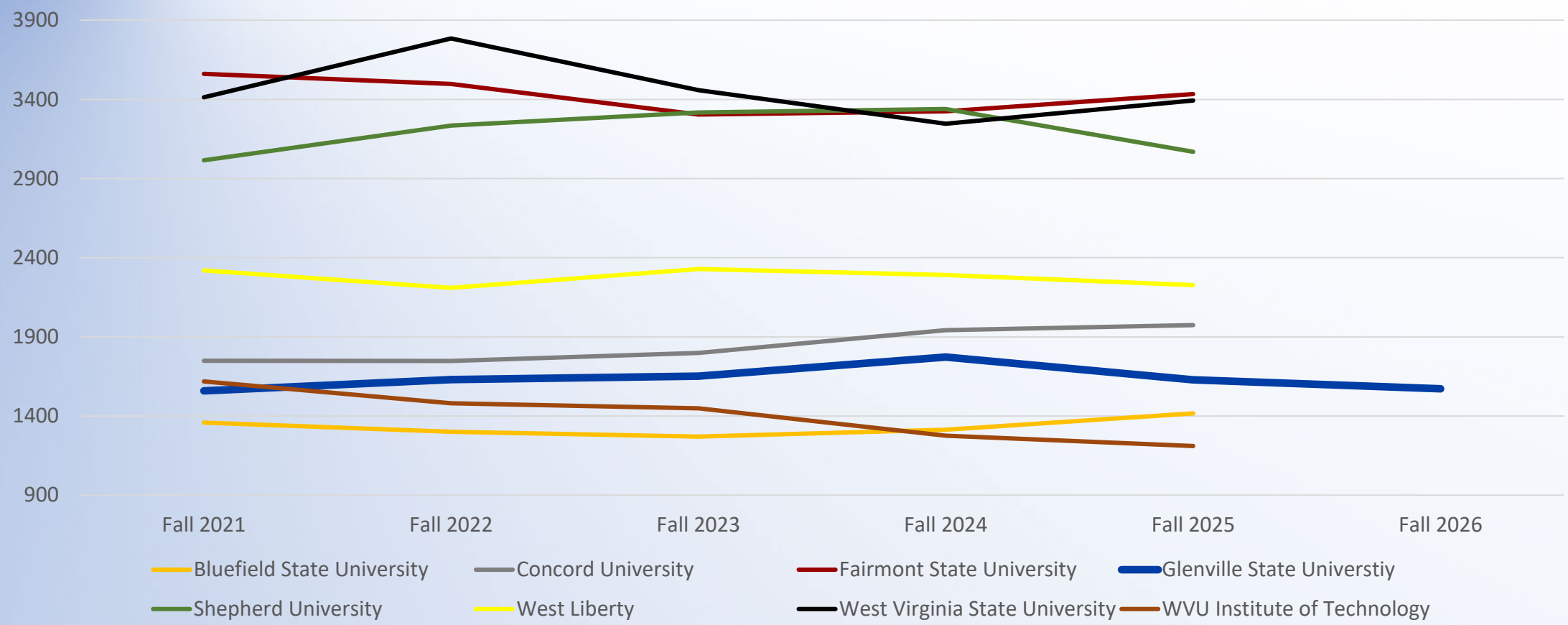
GLENVILLE STATE UNIVERSITY



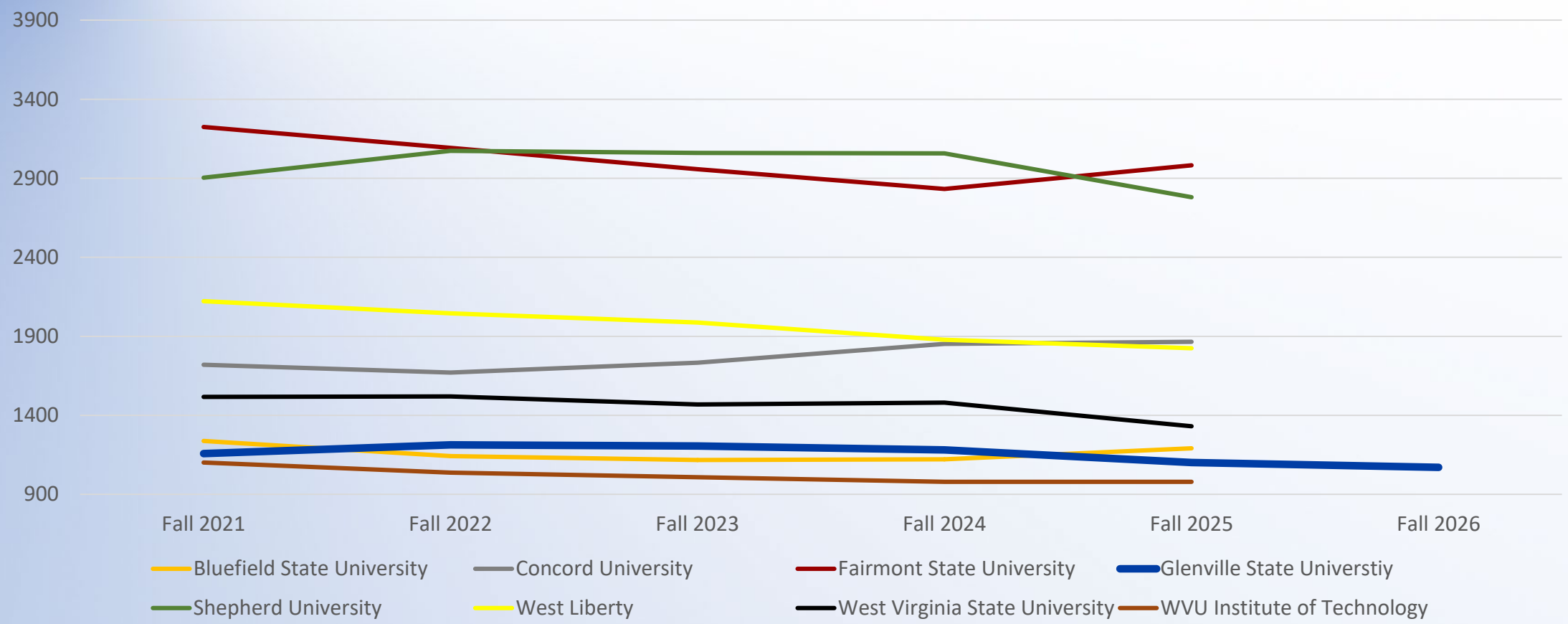
Fall Course Enrollments & Annual Comparisons

- Although there still could be some fluctuations as students with unaddressed large outstanding balances are removed from classes, our HEPC enrollment data for fall have been submitted

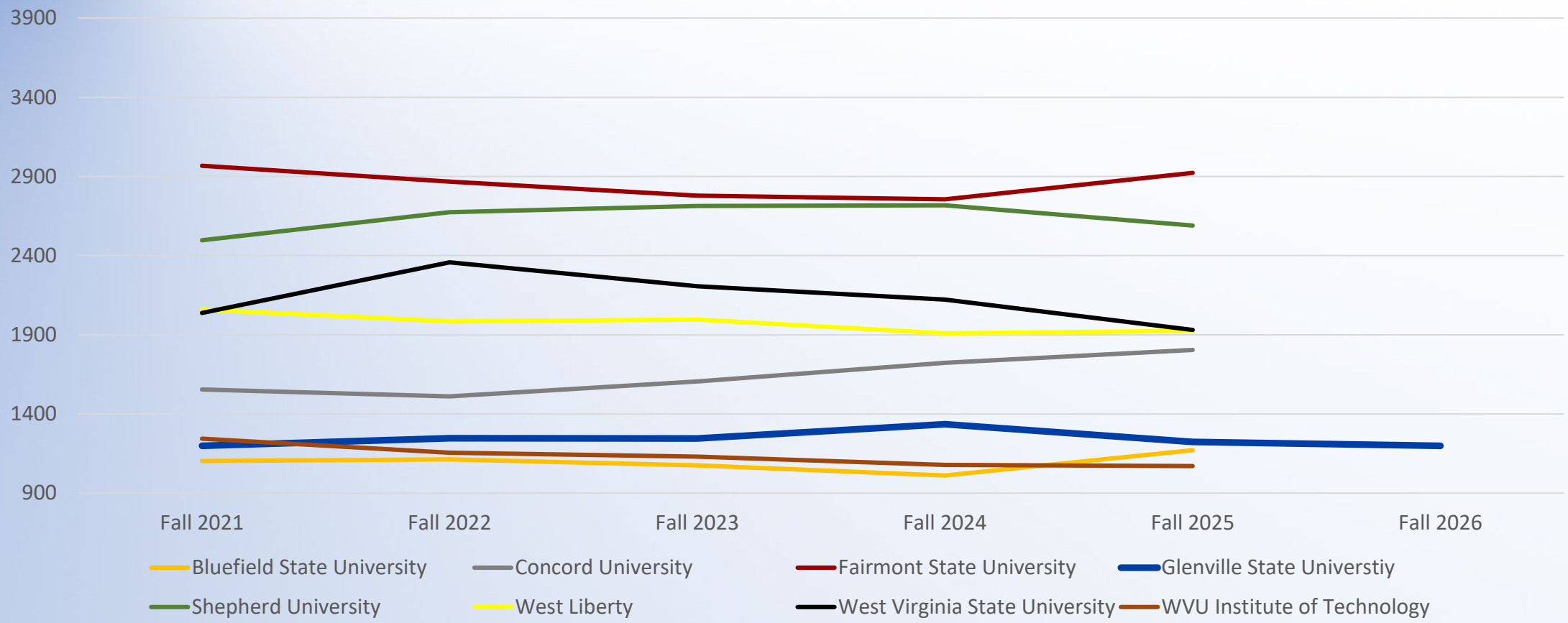
Undergraduate Headcount:
Glenville State and Comparison Institutions



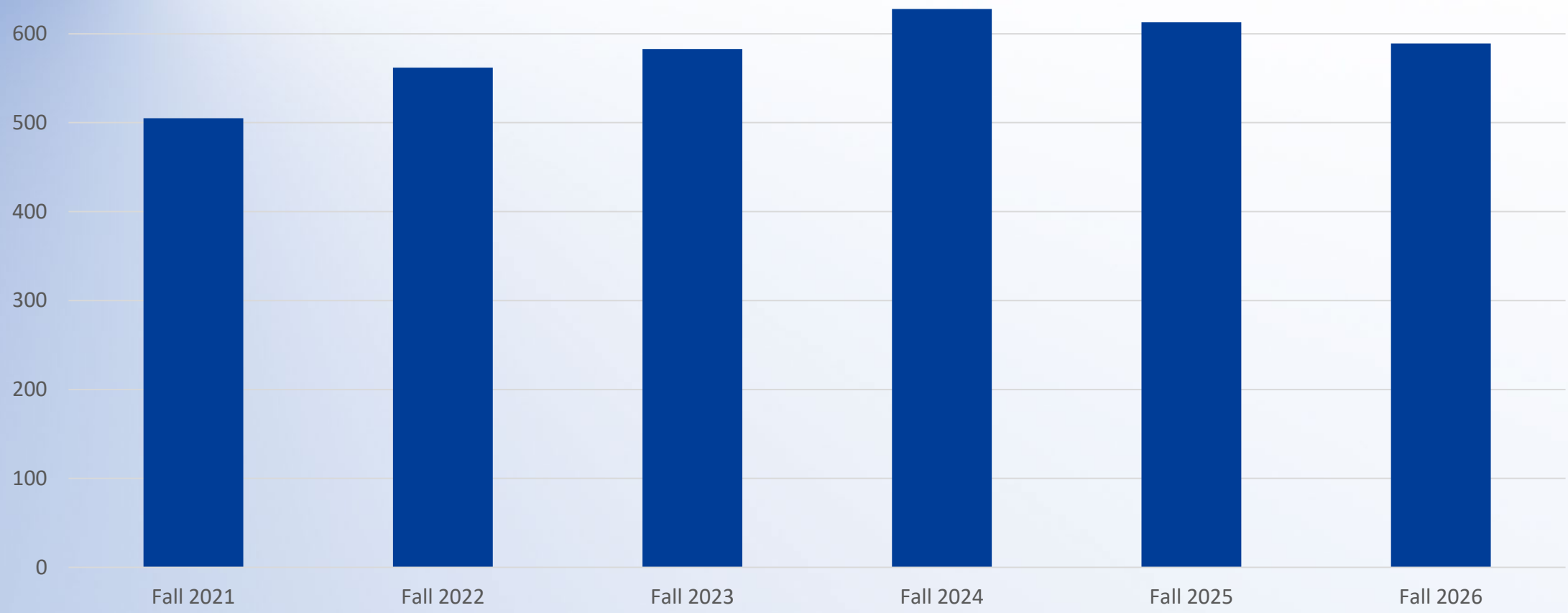
Headcount without Dual Enrollment/Dual Credit: Glenville State and Comparison Institutions



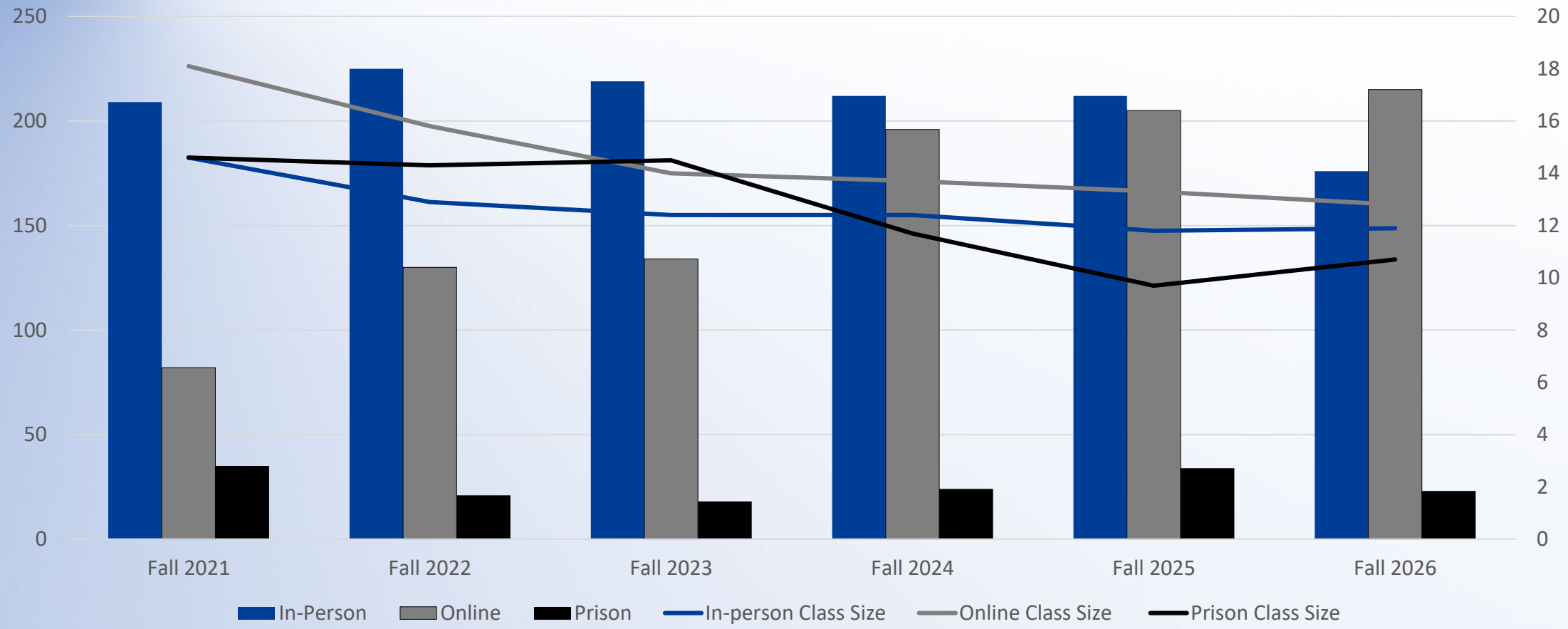
WV HEPC FTE (15 Hours): Glenville State and Comparison Institutions



Total Number of Sections Offered



Total Number of Sections Offered



In-person data omits lab, arranged, ensemble, applied courses

Academic Affairs Initiatives

- Optimization of course rotations and plans of study
  - Reduction of overload pay from $200K to $147K
- Changes in stipends paid (e.g., grant and GA stipends)
  - Reduction in “other” pay from $241K to $216K
- Addition of in-demand degrees and scholarships
  - Associate of Science in Nursing
  - Master of Arts in Clinical Psychology
  - WFWV/WIOA funding
- Creation of more accessible and attractive pathways
  - Additional online majors
    - Already had Management and Criminal Justice
    - Added Accounting this year
    - Developing Psychology for next year
  - Microcredentials serving as watering stations and on-ramps
  - Collaboration with Common Course Numbering Project

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GLENVILLE STATE UNIVERSITY

FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION

YEARS ENDED JUNE 30, 2026 AND 2025

Right there with you

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GLENVILLE STATE UNIVERSITY
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INDEPENDENT AUDITORS' REPORT

Board of Governors
Glenville State University
Glenville, West Virginia

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities and the discretely presented component unit of Glenville State University (the University), a component unit of the West Virginia Higher Education Fund, as of and for the years ended June 30, 2026 and 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audits and the report of the other auditor, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the discretely presented component unit of the University as of June 30, 2026 and 2025, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of the discretely presented component unit, Glenville State University Foundation, Inc. (the Foundation), which represents 100% of the assets, net position, and revenues of the discretely presented component unit as of and for the years ended June 30, 2026 and 2025. Those statements were audited by other auditors, whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for the Foundation, is based solely on the report of the other auditor.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions. The financial statements of Glenville State University Foundation, Inc. were not audited in accordance with *Government Auditing Standards*.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, and the Schedules of Proportionate Share of Net Pension Liability and Contributions, and the Schedules of Proportionate Share of Net OPEB Liability and Contributions be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated October 14, 2026, on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control over financial reporting and compliance.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

King of Prussia, Pennsylvania
October 14, 2026

About Glenville State University

Glenville State University, West Virginia's only centrally located public institution of higher education, was founded in 1872 to provide instruction and practice for common school teachers in the science of education and the art of teaching. In the early years, Glenville Normal was obliged to devote resources almost exclusively to secondary studies due to the absence of high schools in the area. Later, as high schools became more numerous, secondary offerings were gradually reduced and more college courses were developed. On May 1, 1930, the State Board of Education authorized the school to award the Bachelor of Arts in Education Degree, and on March 4, 1931, the Legislature changed the school's name to Glenville State Teachers College. Often referred to as the Lighthouse on the Hill, the school's name was changed to Glenville State College in 1943. This name remained in use for 79 years until the Institution officially achieved University status in 2022.

Glenville State has long surpassed its original mission as a teacher's college, having expanded to prepare students for careers in teaching, business, land resources, music, the liberal arts, the sciences, criminal justice, human services, and now health sciences. However, in deference to its origins as a teacher's college, it seems only fitting that Glenville's initial offerings as a University would be graduate programs in Education. In early Fall 2021, the Higher Learning Commission (HLC) approved Glenville's graduate studies expansion application. This was followed by the Higher Education Policy Commission's (HEPC) approval later that year. This momentous development culminated on February 22, 2022, when both the West Virginia House of Delegates and the State Senate unanimously approved of Glenville's new status as a University, followed the next day by the Governor's signature. Fittingly, that landmark event occurred on the same day that Glenville celebrated its 150th Anniversary. We have been operating as Glenville State University (GSU) since that memorable date.

With an annual enrollment of approximately 1,800 students, the University has a student to faculty ratio of 17 to 1. The University's enrollment is made up of 37% first generation students. 83% of Glenville's students are residents of West Virginia. The University fulfills a commitment to serve students in need as approximately 97% of Glenville's students receive some form of financial aid or scholarship assistance.

GSU offers seven degrees across nine academic units. Program offerings include four master's specializations, over 30 baccalaureate majors, five associate's programs, and three certificate programs. Glenville State is institutionally accredited by the Higher Learning Commission (formerly the North Central Association of Colleges and Schools). Specific degrees within the University are programmatically accredited by the Council for the Accreditation of Educator Preparation and by the Society of American Foresters. As a public university, Glenville State University receives policy oversight from the West Virginia Higher Education Policy Commission. GSU is governed by a local, 12-member Board of Governors, including elected heads of the Student Government Association, the Staff Council, and the faculty, alongside nine lay members appointed by the Governor of West Virginia.

1. Overview of the Financial Statements

Operational Highlights

The Glenville State University Foundation achieved another record-breaking Day of Giving, securing over $1 million in contributions from 1,090 donors—an increase from 1,070 donors the previous year. All funds raised are held by the Foundation to support the long-term advancement and success of the University.

Student enrollment decreased in Fiscal Year 2026 compared with Fiscal Year 2025. Although the decrease, GSU remains committed to affordability and access, and in Fall 2026, it was one of the most affordable four-year institutions among its peer universities in West Virginia, offering the lowest tuition and fees statewide.

In support of campus infrastructure improvements, the State of West Virginia awarded GSU nearly $16 million in deferred maintenance grants. These funds have enabled the University to initiate a series of critical projects aimed at enhancing campus operations and safety. Key initiatives include upgrades to lighting and security systems, modernization of information technology infrastructure, improvements to HVAC systems, structural building repairs, removal of obsolete facilities, and enhancements to campus accessibility.

Glenville State University is preparing to launch its own two-year Associate Degree in Nursing (RN) program, scheduled to begin in Fall 2027. This initiative will provide students within GSU's central West Virginia service region with direct access to high-quality nursing education on campus, addressing a critical need for healthcare professionals and contributing to efforts to mitigate the statewide nursing shortage.

To support the successful implementation of the program, GSU secured approximately $4.5 million in grant funding through the Governor's Office, with allocations of $2.1 million in late FY2022 and early FY2023, $1.6 million in late FY2023, $775,000 in FY2024 and was recently given $5,000,000 for FY2027. These funds have been instrumental in building the infrastructure and resources necessary for program readiness. Additionally, a new $3 million health sciences facility has been constructed within the previously unused space of the WACO Center, further enhancing GSU's capacity to deliver comprehensive healthcare education.

Glenville State University has commenced construction on the $26 million Morris Family Health and Wellness Complex, located at the WACO Center. This cutting-edge facility will serve as the future home of the College of Health Sciences and is slated for completion in fiscal year 2027. Designed to meet the evolving needs of the healthcare industry, the complex will feature advanced laboratories and modern classrooms that support high-impact training and education. Beyond its academic mission, the facility will promote wellness and improve health outcomes in the local community by offering fitness amenities and health education resources to residents, faculty, staff, and students. This strategic investment will play a pivotal role in addressing the nursing shortage—as well as broader healthcare workforce gaps—across West Virginia.

Glenville State University (GSU) continues to advance its graduate program offerings. Currently, GSU offers a Master of Arts in Curriculum and Instruction and in Teaching; a Master of Business Administration with multiple concentrations; and a Master of Science in Criminal Justice. GSU is planning to offer master's programs in Psychology and Health Sciences for Fall 2027 and beyond.

Overview of the Financial Statements and Financial Analysis

Glenville State University (the University) is pleased to present its financial statements for the fiscal years 2026, 2025 and 2024. The following management discussion and analysis provides an overview of the financial position and activities of the University for these years.

There are three financial statements presented: the Statements of Net Position; the Statements of Revenues, Expenses, and Changes in Net Position; and the Statements of Cash Flows. These statements provide both long-term and short-term financial information about the University.

Financial Highlights

Total assets increased year over year while total liabilities decreased, resulting in a 23% increase in total net position. Operating revenues increased by 24.5%, noncapital subsidies increased by 1.3% while nonoperating revenues decreased by 9.9%. This was supplemented by a 5.6% increase in operating expenses and a 2.0% decrease in nonoperating expenses, which still resulted in a positive change in net position for the current year. All bond debt was refinanced in September 2017, as discussed in Note 7 to the financial statements. The University continued receiving significant funding through various operational and research grants.

2. Financial Summary

Net Position

The Statements of Net Position present the assets, liabilities, and net position of the University as of the end of the fiscal years. The purpose of the Statements of Net Position is to present to the readers of the financial statements a fiscal snapshot of the University. The Statements of Net Position present end-of-year data concerning Assets (current and noncurrent), Liabilities (current and noncurrent), and Net Position (Assets minus Liabilities).

The Statements of Net Position provide a way to measure the financial position of the University. It provides a picture of the net position and availability of resources for expenditure by the University. From the data presented, readers of the Statements of Net Position are able to determine the assets available to continue the operations of the University. They are also able to determine how much is owed to employees, vendors and lending institutions.

Net Position is divided into three major categories. The first category, net investment in capital assets, accounts for equity in the property, plant and equipment owned by the University. Title to all property was transferred to the Glenville State University Board of Governors by the Higher Education Policy Commission (HEPC, or the "Commission"), when the HEPC was formed in 2001. The next asset category is restricted, which is divided into two categories: nonexpendable (permanently restricted) and expendable. Expendable restricted resources are available for expenditure but must be spent for purposes as determined by donors and/or external entities that have placed time or purpose restrictions on the use of the assets. Included in restricted expendable resources are balances that have been designated for specific purposes in West Virginia State Code. This category includes auxiliary enterprise balances as well as certain student fee funds that are designated within state code for specific general purposes such as housing operations or library operations. The final category is unrestricted resources, which are available for expenditure for any lawful purpose of the University.

CONDENSED SCHEDULES OF NET POSITION
JUNE 30, 2026, 2025, AND 2024

	2026	2025	2024
Assets:			
Current Assets	$ 3,056,068	$ 4,364,427	$ 4,431,674
Other Noncurrent Assets	23,981,031	10,639,018	5,048,461
Capital Assets, Net	69,771,209	69,921,425	71,998,652
Total Assets	96,808,308	84,924,870	81,478,787
Deferred Outflows of Resources	645,877	361,858	329,137
Total Assets and Deferred Outflows of Resources	$ 97,454,185	$ 85,286,728	$ 81,807,924
Liabilities:			
Current Liabilities	$ 10,903,258	$ 9,702,306	$ 8,033,913
Noncurrent Liabilities	31,794,465	33,147,589	34,542,478
Total Liabilities	42,697,723	42,849,895	42,576,391
Deferred Inflows of Resources	544,885	896,781	1,654,415
Total Liabilities and Deferred Inflows of Resources	43,242,608	43,746,676	44,230,806
Net Position:			
Net Investment in Capital Assets	54,930,461	44,148,541	37,480,791
Restricted - Expendable	3,146,943	3,056,131	3,996,179
Unrestricted	(3,865,827)	(5,664,620)	(3,899,852)
Total Net Position	54,211,577	41,540,052	37,577,118
Total Liabilities and Deferred Inflows of Resources and Net Position	$ 97,454,185	$ 85,286,728	$ 81,807,924

An indicator of short-term financial condition is the ratio of current assets to current liabilities, or current ratio. The current ratio was 0.28, 0.45, and 0.55 as of June 30, 2026, 2025, and 2024, respectively.

Revenues, Expenses, and Changes in Net Position

Changes in total net position, as presented on the Statements of Net Position, are based on the activities presented in the Statements of Revenues, Expenses, and Changes in Net Position (SRECNP). The purpose of the SRECNP is to present the revenues earned, both operating and nonoperating, and the expenses incurred, operating and nonoperating, and any other revenues, expenses, gains and losses of the University.

Operating revenues are earned for providing goods and services to the various customers and constituencies of the University. Operating expenses are incurred to acquire or produce the goods and services provided in return for the operating revenues and to carry out the mission of the University. Revenues for which goods and services are not provided are reported as nonoperating revenues. Nonoperating revenues are primarily from (1) gifts and capital payments on behalf of the University, and (2) investment income.

CONDENSED SCHEDULES OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
YEARS ENDED JUNE 30, 2026, 2025, AND 2024

	2026	2025	2024
Operating:			
Revenues	$ 44,025,274	$ 33,236,346	$ 24,010,998
Expenses	37,863,551	35,715,568	30,547,515
Operating Income (Loss)	6,161,723	(2,479,222)	(6,536,517)
Noncapital Subsidies	7,591,844	7,490,879	7,071,783
Nonoperating:			
Revenues	608,816	675,993	291,180
Expenses	1,690,858	1,724,716	1,750,108
Nonoperating Loss	(1,082,042)	(1,048,723)	(1,458,928)
Increase (Decrease) in Net Position	12,671,525	3,962,934	(923,662)
Net Position - Beginning of Year	41,540,052	37,577,118	38,500,780
Net Position - End of Year	$ 54,211,577	$ 41,540,052	$ 37,577,118

Expenses

The operating expenses of the University by natural classification are as follows:

OPERATING EXPENSES
YEARS ENDED JUNE 30, 2026, 2025, AND 2024

	2026	2025	2024
Salaries and Wages	$ 15,151,992	$ 15,087,360	$ 12,762,811
Benefits	4,221,686	3,517,533	2,329,761
Supplies and Other Services	10,106,389	8,568,311	9,137,884
Utilities	1,692,497	1,582,194	1,351,485
Student Financial Aid - Scholarships and Fellowships	1,740,741	3,807,792	1,964,728
Depreciation and Amortization	4,950,246	2,977,371	3,000,846
Miscellaneous, Net	-	175,007	-
Total Operating Expenses	$ 37,863,551	$ 35,715,568	$ 30,547,515

Cash Flows

The Statements of Cash Flows presents detailed information about the cash activities of the University during the year. These statements assist the users in analyzing the University's ability to generate net cash flows, meet obligations as they come due, and determining its need for external financing.

The Statements of Cash Flows is divided into five parts:

1. Cash flows from operating activities. This section shows the net cash used by the operating activities of the University.

2. Cash flows from noncapital financing activities. This section reflects the cash received and paid for nonoperating, noninvesting, and noncapital financing purposes.

3. Cash flows from capital financing activities. This section includes cash used for the acquisition and construction of capital and related items.

4. Cash flows from investing activities. This section shows the purchases, proceeds, and interest received from investing activities.

5. Reconciliation of net operating loss to net cash used in operating activities. This part provides a schedule that reconciles the accrual-based operating income or loss and net cash flow used in operating activities to the operating loss reflected in the SRECNP.

CONDENSED SCHEDULES OF CASH FLOWS
YEARS ENDED JUNE 30, 2026, 2025, AND 2024

	2026	2025	2024
Cash Provided (Used) by:			
Operating Activities	$ 9,260,612	$ (3,371,294)	$ (3,925,639)
Noncapital Financing Activities	10,735,175	11,277,820	10,460,264
Capital Financing Activities	(20,356,013)	(9,457,029)	(5,449,856)
Investing Activities	246,043	364,633	156,493
Increase (Decrease) in Cash and Cash Equivalents	(114,183)	(1,185,870)	1,241,262
Cash and Cash Equivalents - Beginning of Year	1,592,032	2,777,902	1,536,640
Cash and Cash Equivalents - End of Year	$ 1,477,849	$ 1,592,032	$ 2,777,902

3. Detailed Analyses

Significant Changes in Net Position

2026 Compared to 2025

At June 30, 2026, the University's total net position increased from the previous year by $12,671,525, driven by the positive net results realized for the Fiscal Year. Current cash and cash equivalents decreased by $114,183 due to timing of capital expenditures against revenue received in the prior Fiscal Year. The net pension liability was $19,220 and net OPEB liability was $135,965.

Total capital assets, net, increased by $13,267,142, primarily as a result of construction-in-progress related to the Morris Health and Wellness Complex.

2025 Compared to 2024

At June 30, 2025, the University's total net position increased from the previous year by $3,962,934, driven by the positive net results realized for the Fiscal Year. Current cash and cash equivalents decreased by $1,117,999 due to timing of capital expenditures against revenue received in the prior Fiscal Year. The net pension liability (asset) was $105,595 and net OPEB liability (asset) was $(33,079).

Other noncurrent assets decreased by $1,851,757. Included in noncurrent receivables is $21,248 which represents "No Hardship" advances made to employees as a result of the transition from real time to arrearage pay in 2014.

Net capital assets increased by $2,181,512. Additions in capital assets were $5,197,600, some of which were funded through various grant or other one-time, nonrecurring sources of capital funding, such as deferred maintenance funds.

Significant Changes in Revenues

The major sources of revenue for the University include student tuition and fees, state appropriations, grants and gifts, government grants, auxiliary enterprise (housing and meals primarily) revenues, investment income, and miscellaneous income.

2026 Compared to 2025

- Student tuition and fees (net of scholarship and discount allowance) made up 13.4% of the University's operating revenues and 11.3% of total revenues. Tuition and fee revenues increased $608,359 between years due primarily to the decrease in scholarship allowance, also yielding for a decrease in student enrollment.

- Other revenues such as contracts and grants, auxiliary enterprise, and miscellaneous revenues comprised 72.90% and 58.20% of the University's total revenues in FY 2026 and FY 2025, respectively. FY 2026 grant awards included receipts of $216,428 from the US Department of Education, $1,243,181 from various West Virginia Agency sponsored scholarship programs, and $910,217 in West Virginia Higher Education scholarship programs. Federal revenues, operating, consisted of Pell Grant revenue of $3,143,331 and $3,786,941 in 2026 and 2025, respectively. Pell Grant revenue was moved from non-operating revenue in FY 2025 to operating revenue in FY 2026 due to the implementation of GASB No. 103 in FY 2026.

- State appropriation revenues amounted to $7,591,844 and $7,490,879, 14.50% and 18.00% of total revenues in FY 2026 and FY 2025, respectively. The appropriations are used to pay salaries and benefits in support of University operations.

- The ratio of actual tuition discounts to gross tuition and fees revenues was 30.28% and 24.5% for FY 2026 and FY 2025, respectively. The increase in tuition discounts ratio was mainly due to athletics and housing waivers as well as articulation agreements with various law enforcement and first response agencies. The presentation of Program Revenues and Scholarship Allowances includes actual scholarship or grant-based aid as well as tuition discounts.

2025 Compared to 2024

- Student tuition and fees (net of scholarship and discount allowance) made up 18.9% of the University's operating revenues and 13.6% of total revenues. Tuition and fee revenues decreased $503,749 between years due primarily to the increase in scholarship allowance.

- Other revenues such as contracts and grants, auxiliary enterprise, and miscellaneous revenues comprised 58.20% and 46.11% of the University's total revenues in FY 2025 and FY 2024, respectively. FY 2025 grant awards included receipts of $629,572 from the US Department of Education, $1,693,685 from various West Virginia Agency sponsored scholarship programs, and $2,340,043 in West Virginia Higher Education scholarship programs. Federal revenues, non-operating, consisted of PELL Grant revenue of $3,786,941 and $3,388,481 in 2025 and 2024, respectively. PELL Grants were received and distributed for student financial aid and made up 9.10% of the University's total revenues in FY 2025.

- State appropriation revenues amounted to $7,490,879 and $7,071,783, 18.00% and 24.15% of total revenues in FY 2025 and FY 2024, respectively. The appropriations are used to pay salaries and benefits in support of University operations.

- The ratio of actual tuition discounts to gross tuition and fees revenues was 24.5% and 5.36% for FY 2025 and FY 2024, respectively. The increase in tuition discounts ratio was mainly due to articulation agreements with various law enforcement and first response agencies. The presentation of Program Revenues and Scholarship Allowances includes actual scholarship or grant-based aid as well as tuition discounts.

Significant Changes in Expenses

2026 Compared to 2025

- Salaries and wages, and employee benefits made up 51.2% and 52.1% of the operating expenses of the University in FY 2026 and FY 2025, respectively.
- Utility costs made up 4.4% and 4.0% of operating expenses for FY 2026 and FY 2025.
- Scholarship expenses decreased $2,067,051 or 54.2% from FY 2025. They represented 4.5% and 9.8% of the total operating expenses in FY 2026 and FY 2025, respectively.
- Nonoperating expenses consisted only of interest on indebtedness and fees assessed by the commission for debt service.

2025 Compared to 2024

- Salaries and wages, and employee benefits made up 52.1% and 49.4% of the operating expenses of the University in FY 2025 and FY 2024, respectively.
- Utility costs made up 4.0% and 4.4% of operating expenses for FY 2025 and FY 2024.
- Scholarship expenses increased $1,854,213 or 48% from FY 2024. They represented 9.8% and 6.4% of the total operating expenses in FY 2025 and FY 2024, respectively.
- Nonoperating expenses consisted only of interest on indebtedness and fees assessed by the commission for debt service.

4. Significant Capital Assets and Long-Term Financing Activity

The University had capital asset purchases of $17,854,615, $8,031,098, and $1,428,578, for the years ended June 30, 2026, 2025, and 2024, respectively.

5. Currently Known Facts, Decisions, or Conditions

Economic Outlook

Glenville State University remains committed to executing initiatives and a strategic plan aimed at institutional growth and financial improvement. This mission has been actively pursued throughout Fiscal Year 2026 and continues into the current Fiscal Year 2027, despite the numerous challenges facing higher education. These challenges include a declining population in West Virginia, particularly in the north-central region where GSU is located, decreasing college enrollment rates among high school graduates, significant inflationary pressures and static funding over several years, and difficulties in recruiting and retaining faculty and staff.

Despite these obstacles, GSU continues to meet the heightened expectations of its mission by providing higher education opportunities to first-generation, needs-based, and rural students from Central West Virginia and beyond. The University is determined to address current and past economic challenges through operational efficiencies, savings from bond refinancing, proactively seeking additional funding sources, increasing student enrollment from diverse and expanding populations, and expanding curriculum offerings. These efforts underscore GSU's dedication to its mission and its resilience in the face of adversity.

Glenville's expectations for FY 2026 and beyond are based on:

- The University has a competent, stable leadership team:

    1. President Dr. Mark A. Manchin continues his tenure that began over two years ago. His leadership and innovative energy serve as a catalyst for the overall execution of the University's mission. Dr. Manchin's 40+ years of experience in West Virginia education and government has proven to be an asset to the University. Under his guidance, the University is executing further expansion initiatives.

    2. GSU continues to maintain a stable executive leadership team comprised of highly experienced personnel.

- Several changes have been made in the past year, or are underway, that improve the University's appeal to our current and prospective students as well as serving to positively impact our fiscal situation:

    1. Inflationary pressures continued to persist and the implementation of tuition increases became a necessity. To address this, GSU has chosen to spread an overall increase over multiple years. As such, the University implemented a 2% increase in overall Tuition and Fees in Fiscal Year 2027 and beyond after no increase in Fiscal Year 2026. GSU believes this plan responsibly addresses the situation and will bolster revenues while continuing to be respectful to the financial challenges experienced by our students. GSU will continue to monitor the inflationary pressures and its Board will act as necessary to mitigate the financial landscape.

    2. With nearly $16 million in deferred maintenance funds allocated by the state of West Virginia, GSU is actively undertaking significant infrastructure upgrades. These major improvements will transform the campus over the next two years.

3. In July, 2021, the University renewed its food services contract with Aramark. Among other things, this contract provided various discretionary and incentive funds to the University which are being used to fund scholarships, supplement various budgets, and benefit the bottom line. Additionally, Aramark has executed upon a substantial commitment to invest in capital improvements in the food service facilities. These improvements include the addition of a "We Proudly Serve" Starbucks coffee shop which opened in August and is serving the overall campus community. The other capital improvement is a major renovation of the food service facilities in the Mollohan Center. This includes: a re-design of the Rusty Musket café; the addition of a "Freshens" franchise; a self-serve, convenience store; and a major re-design of the Mollohan's cafeteria. Those physical changes occurred through the Summer and are now in full operation. As a result, GSU's overall food service facilities are now immensely improved, modern, and have been well received by our students and the campus community. GSU expects these facility improvements to be largely beneficial to our recruiting efforts as they present an appeal to our prospective students.

4. With the establishment of the new College of Health Sciences on campus and the development of the College of Health Sciences center at the Waco, which opened in Fall 2024, GSU has made substantial advancements in health sciences education. GSU plans to apply for additional funding to further develop the Nursing and Health Sciences programs. The University is actively proceeding with planning steps to relocate our pre-Nursing and health and human performance programs to other recently renovated physical space at the Waco and on the main campus.

5. The University has successfully completed the implementation of four Graduate Programs, two in Education, one in Business, and one in Criminal Justice. The combined Graduate Programs have increased enrollment year-over-year with the Fall of 24 accounting for over 80 students. Future graduate programs are well under way including a counseling psychology degree.

6. In FY26, numerous academic-related initiatives and memoranda of understanding (MOUs) were continued. These efforts are expected to strengthen partnerships and boost enrollments. Key initiatives include A Facilities Initiative Pilot with the West Virginia Higher Education Policy Commission (WVHEPC). A memorandum of affiliation with Community Care of West Virginia. The West Virginia State Police Law Enforcement Training and Articulation and Academic Credit Agreement. Graduate-level coursework in Autism, and others. These additions reflect GSU's commitment to expanding educational opportunities and fostering collaborative relationships.

7. Given GSU's longstanding history as an education institution, Clark Hall, a prominent building on campus, was remodeled and designated as the central hub for the College of Education.

- In the current Fiscal Year 2027, Glenville State University intends to make progress in reducing our Tuition Discounting rate, consistent with our strategic plan. Enabling these improvements have been: continued increases from the GSU Foundation to offset student aid previously classified as waivers. A generous donation has provided approximately $1 Million which is being deployed directly to the funding of previous waiver classified student aid. GSU expects these initiatives to continue going forward as it executes on further strategies to reduce our overall tuition discounting rates.

- GSU continues to maintain heightened attention to Federal, State, and Private Foundation grants that are available to institutions such as ours. Funding available through grants has been significantly beneficial to GSU in the past, and this continues to be a cornerstone of the Institution's efforts to bolster its fiscal well-being and to fund specific, purpose-driven objectives.

- The University continues to benefit from the Foundation which holds and safeguards the endowment and other monetary assets contributed to it over the years from our numerous Alumni, benefactors, and parties having significant interest in the viability of the institution. The Foundation's benefit to the institution was significantly bolstered in FY2026 through a near-record level of contributions received. As highlighted earlier, the Foundation has already implemented significant increases in scholarship support to our students. The University also benefits from a formal, standing line of credit from the Foundation which is available at any time necessary, especially during the cyclical times of the academic year where cash inflows are often stagnant.

- The University continues to benefit from the bond refinancing executed in September 2017. This refinancing has established a favorable long-term debt structure with an advantageous fixed interest rate, as detailed in footnote 7. This streamlined financial arrangement provides stability for the University and enhances overall cash flows.

Overall, the future and outlook of the University appear optimistic, yet operationally and fiscally challenging. An experienced leadership team, fiscal conservancy, strategic growth initiatives, and an enrollment and retention-driven strategy all bode well for FY 2027 and beyond.

Requests for Information

Requests for information, including questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Chief Financial Officer
Glenville State University
200 High Street
Glenville, West Virginia 26351

GLENVILLE STATE UNIVERSITY
STATEMENTS OF NET POSITION
JUNE 30, 2026 AND 2025

	Primary Government University		Component Unit Foundation	
	2026	2025	2026	2025
ASSETS				
Current Assets:				
Cash and Cash Equivalents	$ 1,477,849	$ 1,592,032	$ 169,038	$ 1,086,485
Accounts Receivable, Net	1,417,946	2,193,353	-	-
Lease Receivable, Current Portion	160,273	579,042	-	-
Investments, at Fair Value	-	-	28,248,783	25,149,265
Related Party Receivables	-	-	1,408,175	336,131
Prepaid Assets	-	-	400,000	-
Total Current Assets	3,056,068	4,364,427	30,225,996	26,571,881
Noncurrent Assets:				
Cash and Cash Equivalents	3,107,630	2,982,104	-	-
Accounts Receivable, Net of Current Portion	13,729	21,248	-	-
Lease Receivable, Net of Current Portion	-	160,273	-	-
Net Other Postemployment Benefit Asset	-	33,079	-	-
Capital Assets:				
Capital Assets, not Being Depreciated	20,859,672	7,442,314	580,553	580,553
Capital Assets, net of Depreciation	69,771,209	69,921,425	3,810,073	3,889,546
Bequests and Contributions Receivable	-	-	871,530	1,287,754
Land and Other Assets Held for Investment	-	-	291,031	291,031
Total Noncurrent Assets	93,752,240	80,560,443	5,553,187	6,048,884
Total Assets	96,808,308	84,924,870	35,779,183	32,620,765
DEFERRED OUTFLOWS OF RESOURCES				
Deferred Loss on Refunding	194,439	209,113	-	-
Related to Pension Plans	3,354	13,612	-	-
Related to OPEB	448,084	139,133	-	-
Total Deferred Outflows of Resources	645,877	361,858	-	-
Total Assets and Deferred Outflows of Resources	$ 97,454,185	$ 85,286,728	$ 35,779,183	$ 32,620,765

See accompanying Notes to Financial Statements.

GLENVILLE STATE UNIVERSITY
STATEMENTS OF NET POSITION (CONTINUED)
JUNE 30, 2026 AND 2025

	Primary Government University		Component Unit Foundation	
	2026	2025	2026	2025
LIABILITIES				
Current Liabilities:				
Accounts Payable	$ 5,303,986	$ 4,129,753	6,822	48,704
Related Party Payables	-	-	-	1,026,204
Organization Funds Held for Others	-	-	77,897	78,460
Accrued Liabilities	2,809,851	2,056,417	-	-
Compensated Absences	1,063,500	1,095,279	-	-
Unearned Revenue, Current Portion	414,059	1,147,653	-	-
Loan Payable, Current Portion	-	-	40,279	38,176
Bonds and Notes Payable, Current Portion	1,234,995	1,192,422	-	-
HEPC Debt Payable, Current Portion	76,867	80,782	-	-
Total Current Liabilities	10,903,258	9,702,306	124,998	1,191,544
Noncurrent Liabilities:				
Unearned Revenue	1,000,000	1,100,000	-	-
Net Other Postemployment Benefits Liability	135,965	-		
Net Pension Liability	19,220	105,595	-	-
Loan Payable	-	-	2,588,885	2,624,770
Bonds, Notes and HEPC Debt Payable	30,639,280	31,941,994	-	-
Total Noncurrent Liabilities	31,794,465	33,147,589	2,588,885	2,624,770
Total Liabilities	42,697,723	42,849,895	2,713,883	3,816,314
DEFERRED INFLOWS OF RESOURCES				
Related to Pension Plans	181,808	213,947	-	-
Related to OPEB	256,017	147,533	-	-
Related to Leases	107,060	535,301	-	-
Total Deferred Inflows of Resources	544,885	896,781	-	-
Total Liabilities and Deferred Inflows of Resources	43,242,608	43,746,676	2,713,883	3,816,314
NET POSITION				
Net Investment In Capital Assets	54,930,461	44,148,541	-	-
Restricted for:				
Loans	40,948	40,948	-	-
Capital Projects	11,207	12,842	-	-
Other Postemployment Benefit	-	33,079	-	-
Debt Service	3,094,788	2,969,262	-	-
Grants, Scholarships and Donor-Designated Charitable Purposes	-	-	29,654,512	25,999,925
Total Restricted	3,146,943	3,056,131	29,654,512	25,999,925
Unrestricted	(3,865,827)	(5,664,620)	3,410,788	2,804,526
Total Net Position	54,211,577	41,540,052	33,065,300	28,804,451
Total Liabilities, Deferred Inflows of Resources, and Net Position	$ 97,454,185	$ 85,286,728	$ 35,779,183	$ 32,620,765

See accompanying Notes to Financial Statements.

GLENVILLE STATE UNIVERSITY
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
YEARS ENDED JUNE 30, 2026 AND 2025

	Primary Government University		Component Unit Foundation	
	2026	2025	2026	2025
OPERATING REVENUES				
Student Tuition and Fees, Net of Scholarship Allowance of $5,181,600 for 2026 and $6,685,104 for 2025	$ 5,901,608	$ 5,293,249	$ -	$ -
Bequests and Contributions	-	-	7,790,388	4,025,371
Contracts and Grants:	-	-		
Pell Grants	3,143,331	3,786,941	-	-
Federal	1,439,632	370,556	-	-
State	24,904,933	15,329,112	-	-
Private	93,190	135,000	-	-
Sales and Services of Educational Activities	25,416	24,034	-	-
Auxiliary Enterprise Revenue, Net of Scholarship Allowance of $3,043,162 for 2026 and $3,145,931 for 2025	3,860,077	4,203,191	-	-
Miscellaneous Revenue	4,657,087	4,094,263	246,954	280,199
Total Operating Revenues	44,025,274	33,236,346	8,037,342	4,305,570
OPERATING EXPENSES				
Salaries and Wages	15,151,992	15,087,360	250,345	202,175
Benefits	4,221,686	3,517,533	-	-
Supplies and Other Services	10,106,389	8,568,311	-	-
Utilities	1,692,497	1,582,194	-	-
Student Financial Aid - Scholarships and Fellowships	1,740,741	3,807,792	1,092,399	1,001,534
Depreciation and Amortization	4,950,246	2,977,371	202,831	178,474
Expenditures for Benefit of the University	-	-	5,813,477	2,682,250
Miscellaneous, Net	-	175,007	406,472	345,182
Total Operating Expenses	37,863,551	35,715,568	7,765,524	4,409,615
NET OPERATING INCOME (LOSS)	6,161,723	(2,479,222)	271,818	(104,045)
NONCAPITAL SUBSIDIES				
State Appropriations	7,591,844	7,490,879	-	-
OPERATING INCOME AND NONCAPITAL SUBSIDIES	13,753,567	5,011,657	271,818	(104,045)
NONOPERATING REVENUES (EXPENSES)				
Gifts and Capital Payments on Behalf of the University	362,773	311,360	-	-
Investment Income	246,043	364,633	3,989,031	2,779,887
Interest on Indebtedness	(1,593,184)	(1,625,900)	-	-
Fees Assessed by HEPC for Debt Service	(97,674)	(98,816)	-	-
Nonoperating Expenses, Net	(1,082,042)	(1,048,723)	3,989,031	2,779,887
CHANGE IN NET POSITION	12,671,525	3,962,934	4,260,849	2,675,842
Net Position - Beginning of Year	41,540,052	37,577,118	28,804,451	26,128,609
NET POSITION - END OF YEAR	$ 54,211,577	$ 41,540,052	$ 33,065,300	$ 28,804,451

See accompanying Notes to Financial Statements.

GLENVILLE STATE UNIVERSITY
STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2026 AND 2025

	2026	2025
CASH FLOWS FROM OPERATING ACTIVITIES		
Student Tuition and Fees	$ 5,831,504	$ 5,022,887
Contracts and Grants	25,604,161	13,367,649
Payments to and on Behalf of Employees	(18,769,509)	(17,750,201)
Payments to Suppliers	(8,932,156)	(5,582,894)
Payments to Utilities	(1,692,497)	(1,582,194)
Payments for Scholarships and Fellowships	(1,740,741)	(3,818,941)
Collection of Loans to Students	-	-
Sales and Service of Educational Activities	(402,825)	(404,206)
Auxiliary Enterprise Charges	3,860,077	4,203,191
Other Receipts and Payments, Net	5,502,598	3,173,415
William D. Ford Direct Lending Receipts	2,749,070	3,119,386
William D. Ford Direct Lending Payments	(2,749,070)	(3,119,386)
Net Cash Provided (Used) by Operating Activities	9,260,612	(3,371,294)
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
State Appropriations	7,591,844	7,490,879
Federal Pell Grants	3,143,331	3,786,941
Net Cash Provided by Noncapital Financing Activities	10,735,175	11,277,820
CASH FLOWS FROM CAPITAL FINANCING ACTIVITIES		
Purchases of Capital Assets	(17,854,615)	(8,031,098)
Debt Service Paid to Commission	(97,674)	(98,816)
Principal Paid on Bonds and Notes Payable	(1,264,056)	(1,223,235)
Interest Paid on Bonds and Notes Payable	(1,593,184)	(1,625,900)
Increase (Decrease) in Noncurrent Cash and Cash Equivalents	(125,526)	1,045,398
Lease Payments Received	579,042	476,622
Net Cash Used by Capital Financing Activities	(20,356,013)	(9,457,029)
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest on investments	246,043	364,633
DECREASE IN CASH AND CASH EQUIVALENTS	(114,183)	(1,185,870)
Cash and Cash Equivalents - Beginning of Year	1,592,032	2,777,902
CASH AND CASH EQUIVALENTS - END OF YEAR	$ 1,477,849	$ 1,592,032

See accompanying Notes to Financial Statements.

GLENVILLE STATE UNIVERSITY
STATEMENTS OF CASH FLOWS (CONTINUED)
YEARS ENDED JUNE 30, 2026 AND 2025

	2026	2025
RECONCILIATION OF NET OPERATING INCOME (LOSS) TO NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES		
Net Operating Income (Loss)	$ 6,161,723	$ (2,479,222)
Adjustments to Reconcile Net Operating Income (Loss) to Net Cash Provided (Used) by Operating Activities:		
Depreciation and Amortization	4,950,246	2,977,371
Federal Pell Grants	(3,143,331)	(3,786,941)
Changes in Assets and Liabilities:		
Accounts Receivable, Net	782,926	(1,015,032)
Deferred Inflows of Resources - Leases	(428,241)	(428,240)
Accounts Payable	1,174,233	2,974,268
Accrued Liabilities and Due to HEPC	768,108	687,477
Defined Benefit Pension Plan	(108,256)	(120,086)
OPEB	(31,423)	(60,976)
Compensated Absences	(31,779)	347,106
Unearned Revenue	(833,594)	(2,467,019)
Net Cash Provided (Used) by Operating Activities	$ 9,260,612	$ (3,371,294)
SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION		
Capital Expenses Paid on Behalf of University	$ 362,773	$ 311,360
Accretion of Bond Discount into Bonds Payable	$ 8,337	$ 8,337

See accompanying Notes to Financial Statements.

NOTE 1 ORGANIZATION

Glenville State University (the University) is governed by the Glenville State University Board of Governors (the Board). The Board was established by Senate Bill 653 (S.B. 653).

Powers and duties of the Board include, but are not limited to, the power to determine, control, supervise, and manage the financial, business, and educational policies and affairs of the institution under its jurisdiction, the duty to develop a master plan for the institution, the power to prescribe the specific functions and institution's budget request, the duty to review at least every five years all academic programs offered at the institution, and the power to fix tuition and other fees for the different classes or categories of students enrolled at its institution.

S.B. 653 also created the West Virginia Higher Education Policy Commission (HEPC or the "Commission") which is responsible for developing, gaining consensus around and overseeing the implementation and development of a higher education public policy agenda.

As a requirement of Governmental Accounting Standards Board Standards (GASB), the University has included information from the Glenville State University Foundation, Inc. (the Foundation).

Although the University benefits from the activities of the Foundation, the Foundation is independent of the University in all respects. The Foundation is not directly or indirectly controlled by the University. The Foundation has its own separate, independent Board of Directors. Moreover, the assets of the Foundation are the exclusive property of the Foundation and do not belong to the University. The University is not accountable for, and does not have ownership of, any of the financial and capital resources of the Foundation. The University does not have the power or authority to mortgage, pledge, or encumber the assets of the Foundation. The Board of Directors of the Foundation is entitled to make all decisions regarding the business and affairs of the Foundation, including, without limitation, distributions made to the University. Under state law, neither the principal nor income generated by the assets of the Foundation can be taken into consideration in determining the amount of state-appropriated funds allocated to the University. Third parties dealing with the University, the Board, and the state of West Virginia (or any agency thereof) should not rely upon the financial statements of the Foundation for any purpose without consideration of all the foregoing conditions and limitations.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the University have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by GASB. The financial statement presentation required by GASB provide a comprehensive, entity-wide perspective of the University's assets, liabilities, net position, revenues, expenses, changes in net position, and cash flows.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Newly Adopted Statements Issued by the Governmental Accounting Standards Board (GASB)

The GASB issued Statement No. 103, *Financial Reporting Model Improvements*, which is effective for fiscal years beginning after June 15, 2025. The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement also addresses certain application issues. This Statement continues the requirement that the basic financial statements be preceded by management's discussion and analysis (MD&A), which is presented as required supplementary information (RSI). This Statement requires that the information presented in MD&A be limited to the related topics discussed in five sections: (1) Overview of the Financial Statements, (2) Financial Summary, (3) Detailed Analyses, (4) Significant Capital Asset and Long-Term Financing Activity, and (5) Currently Known Facts, Decisions, or Conditions.

This Statement describes unusual or infrequent items as transactions and other events that are either unusual in nature or infrequent in occurrence. Furthermore, governments are required to display the inflows and outflows related to each unusual or infrequent item separately as the last presented flow(s) of resources prior to the net change in resource flows.

This Statement requires that the proprietary fund statement of revenues, expenses, and changes in net position continue to distinguish between operating and nonoperating revenues and expenses. Operating revenues and expenses are defined as revenues and expenses other than nonoperating revenues and expenses. Nonoperating revenues and expenses are defined as (1) subsidies received and provided, (2) contributions to permanent and term endowments, (3) revenues and expenses related to financing, (4) resources from the disposal of capital assets and inventory, and (5) investment income and expenses. In addition to the subtotals currently required in a proprietary fund statement of revenues, expenses, and changes in net position, this Statement requires that a subtotal for operating income (loss) and noncapital subsidies be presented before reporting other nonoperating revenues and expenses.

This Statement requires governments to present each major component unit separately in the reporting entity's statement of net position and statement of activities if it does not reduce the readability of the statements.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Newly Adopted Statements Issued by the Governmental Accounting Standards Board (GASB) (Continued)

The implementation of this standard did not have an overall impact on previously reported net position or change in net position. Prior year amounts have been reclassified to conform with the requirements of GASB 103 for comparative purposes. The following prior year financial statement line items are affected by the application of the new accounting principle as follows:

Financial Statement Line Item	As Previously Reported	As Reported Under GASB 103
Operating Revenues		
Pell Grants	$ -	$ 3,786,941
Noncapital Subsidies		
State Appropriations	-	7,490,879
Nonoperating Revenues		
State Appropriations	7,490,879	-
Pell Grants	3,786,941	-

The standard did not impact classifications on the statement of cash flows.

The GASB has also issued Statement No. 104, *Disclosure of Certain Capital Assets*, which is effective for fiscal years beginning after June 15, 2025. The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets. In the capital assets note, it requires separate disclosure of lease assets (Statement No. 87), intangible right-to-use assets (Statement No. 94) and subscription assets (Statement No. 96), as well as other intangible assets by major class. It also requires disclosure of capital assets held for sale, including their historical cost and accumulated depreciation by major class and the carrying amount of any debt secured by those assets. Adopting the standard had no effect on the University's financial statements because these items were already disclosed separately in the capital assets note.

Reporting Entity

The University is a blended component unit of the West Virginia Higher Education Fund and represents separate funds of the state of West Virginia that are not included in the state's general fund. The University is a separate entity which, along with all state institutions of higher education, the Commission, and West Virginia Council for Community and Technical College Education, form the Higher Education Fund of the state. The Higher Education Fund is considered a component unit of the state, and its financial statements are discretely presented in the state's annual comprehensive financial report.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Reporting Entity (Continued)

The accompanying financial statements present all funds under the authority of the University, including its blended component units, Glenville State University Research Corporation (the Research Corporation), which was formed on December 10, 1990, as a nonprofit, nonstock corporation and Glenville State University Housing Corporation (the Housing Corporation), which received tax-exempt status on June 11, 1973, as a nonprofit corporation. The basic criterion for inclusion in the accompanying financial statements is the exercise of oversight responsibility derived from the University's ability to significantly influence operations and accountability for fiscal matters of related entities.

The audited financial statements of the Foundation are presented here as a discrete component unit with the University's financial statements in accordance with GASB. The Foundation is a separate, private, nonprofit organization that reports under FASB standards. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features. No modifications have been made to the audited financial information as they are presented herein.

Financial Statement Presentation

GASB establishes standards for external financial reporting for public colleges and universities and requires that financial statements be presented on a basis to focus on the University as a whole. The components of net position are classified into four categories according to external donor restrictions or availability of assets for satisfaction of University obligations. The University's components of net position are classified as follows:

Net Investment in Capital Assets

This represents the University's total investment in capital assets, net of depreciation and outstanding debt obligations related to those capital assets. To the extent debt has been incurred but not yet expended for capital assets, such amounts are not included as a component of net investment in capital assets, net of related debt.

Restricted – Expendable

This includes resources in which the University is legally or contractually obligated to spend resources in accordance with restrictions imposed by external third parties.

The West Virginia State Legislature, as a regulatory body outside the reporting entity, has restricted the use of certain funds by Article 10, *Fees and Other Money Collected at State Institutions of Higher Education*, of the West Virginia State Code. House Bill 101 passed in March 2004 simplified the tuition and fee structure and removed the restrictions but included designations associated with auxiliary and capital items. These activities are fundamental to the normal ongoing operations of the University. These restrictions are subject to change by future actions of the West Virginia State Legislature.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Restricted – Nonexpendable

This includes endowment and similar type funds in which donors or other outside sources have stipulated, as a condition of the gift instrument, that the principal is to be maintained inviolate and in perpetuity, and invested for the purpose of producing present and future income, which may either be expended or added to principal. The University does not have any restricted nonexpendable components of net position at either June 30, 2026 or 2025.

Unrestricted

This represents resources derived from student tuition and fees, state appropriations and sales and services of educational activities. These resources are used for transactions relating to the educational and general operations of the University, and may be used at the discretion of the Board of Governors to meet current expenses for any purpose. These resources also include auxiliary enterprises, which are substantially self-supporting activities that provide services for students, faculty and staff.

Basis of Accounting

For financial reporting purposes, the University is considered a special-purpose government engaged only in business-type activities. Accordingly, the University's financial statements have been prepared on the accrual basis of accounting with a flow of economic resources measurement focus. Revenues are reported when earned and expenditures when materials or services are received. All intercompany accounts and transactions have been eliminated.

Cash and Cash Equivalents

For purposes of the statements of net position, the University considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

Cash and cash equivalents balances on deposit with the State of West Virginia Treasurer's Office (the State Treasurer) are pooled by the State Treasurer with other available funds of the State for investment purposes by the West Virginia Board of Treasury Investments (BTI). These funds are transferred to the BTI, which is directed by the State Treasurer to invest the funds in specific external investment pools in accordance with West Virginia Code, policies set by the BTI, provisions of bond indentures, and the trust agreements when applicable. Balances in the investment pools are recorded at fair value or amortized cost, which approximates fair value. Fair value is determined by a third-party pricing service based on asset portfolio pricing models and other sources in accordance with GASB. The BTI was established by the State Legislature and is subject to oversight by the State Legislature. Fair value and investment income are allocated to participants in the pools based upon the funds that have been invested. The amounts on deposit are available for immediate withdrawal or on the first day of each month for the WV Short Term Bond Pool and, accordingly, are presented as cash and cash equivalents in the accompanying financial statements.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Cash and Cash Equivalents (Continued)

The BTI maintains the Consolidated Fund investment fund, which consists of eight investment pools and participant-directed accounts, three of which the Commission may invest in. These pools have been structured as multi-participant variable net asset funds to reduce risk and offer investment liquidity diversification to the Fund participants. Funds not required to meet immediate disbursement needs are invested for longer periods. A more detailed discussion of the BTI's investment operations pool can be found in its annual report. A copy of that annual report can be obtained from the following address: 1900 Kanawha Blvd. East, Room E-122, Charleston, West Virginia 25305, or http://www.wvbti.com.

Allowance for Doubtful Accounts

It is the University's policy to provide for future losses on uncollectible accounts, contracts, grants and loans receivable based on an evaluation of the underlying balances, the historical collectability experienced by the University on such balances and such other factors which, in the University's judgment, require consideration in estimating doubtful accounts.

Noncurrent Cash, Cash Equivalents, and Investments

Cash, cash equivalents, and investments that are: (1) externally restricted to make debt service payments and long-term loans to students, or to maintain sinking or reserve funds, (2) to purchase capital or other noncurrent assets or settle long-term liabilities, or (3) permanently restricted net assets, are classified as noncurrent assets in the accompanying statements of net position.

Capital Assets

Capital assets include property, plant, and equipment, books and materials that are part of a catalogued library, and infrastructure assets. Capital assets are stated at cost at the date of acquisition or construction, or acquisition value at the date of donation in the case of gifts. Donated capital assets acquired prior to July 1, 2015, are stated at fair value as of the date of donation. Depreciation is computed using the straight-line method over the estimated useful lives of the assets, generally 20 to 50 years for buildings and infrastructure, 20 years for land improvements, 10 years for nontechnology equipment, and 3 years for furniture and technology equipment. The University's capitalization threshold is $5,000.

Lease Right to Use Assets and Subscription Based Information Technology Arrangement (SBITA) assets are initially measured as the sum of the present value of payments expected to be made during the contractual term, payments associated with the contract made to the vendor at the commencement of the subscription term, when applicable, and capitalizable implementation costs, less any vendor incentives received form the vendor at the commencement of the term. Lease and SBITA assets are amortized in a systematic and rational manner over the shorter of the contractual term or the useful life of the underlying assets.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Unearned Revenue

Amounts received as deposits or revenues for programs or activities to be conducted primarily in the next fiscal year are classified as unearned revenue.

Net Pension Liability

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the West Virginia Teachers' Retirement System (TRS), administered by the West Virginia Consolidated Public Retirement Board (CPRB), and additions to or reductions from the TRS fiduciary net position have been determined on the same basis as they are reported in the TRS financial statements, which can be found at https://www.wvretirement.com/Publications.html#CAFR. The plan schedules of TRS are prepared using the accrual basis of accounting and economic resources measurement focus in accordance with U.S. GAAP as prescribed by GASB. Employer contributions are recognized when due and the employer has a legal requirement to provide the contributions. Investments are reported at fair value. Detailed information on investment valuation can be found in the TRS financial statements. Management of TRS has made certain estimates and assumptions relating to employer allocation schedules, and actual results could differ (see Note 13).

Compensated Absences and Net Other Postemployment Benefits (OPEB)

GASB provides for the measurement, recognition, and display of OPEB expenditures, assets, and liabilities, including applicable note disclosures and required supplementary information. During fiscal year 2006, House Bill No. 4654 was established to create a trust fund for postemployment benefits for the state. The University is required to participate in this multiple-employer, cost-sharing plan, the West Virginia Retiree Health Benefit Trust Fund, sponsored by the state of West Virginia. Details regarding this plan and its stand-alone financial statements can be obtained by contacting the West Virginia Public Employees Insurance Agency (PEIA), State Capitol Complex, Building 5, Room 1001, 1900 Kanawha Boulevard, East, Charleston, West Virginia 25305-0710, or www.peia.wv.gov.

The liability for compensated absences reported in the financial statements consists of leave that has not been used that is attributable to services already rendered, accumulates and is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. The liability also includes amounts for leave that have been used for time off but have not yet been paid in cash or settled through noncash means and certain other types of leave.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Compensated Absences and Net Other Postemployment Benefits (OPEB) (Continued)

The University's full-time employees earn up to two vacation leave days for each month of service and are entitled to compensation for accumulated, unpaid vacation leave upon termination. Full-time employees also earn 1½ sick leave days for each month of service and are entitled to extend their health or life insurance coverage upon retirement in lieu of accumulated, unpaid sick leave. Generally, two days of accrued sick leave extend health insurance for one month of single coverage, and three days extend health insurance for one month of family coverage. For employees hired after 1988, or who were hired before 1988 but did not choose such coverage until after 1988 but before July 1, 2001, the employee shares in the cost of the extended benefit coverage to the extent of 50% of the premium required for the extended coverage. Employees hired July 1, 2001, or later will not receive sick leave credit toward insurance premiums when they retire. Additionally, all retirees have the option to purchase continued coverage regardless of their eligibility for premium credits. This liability is now provided for under the multiple-employer, cost-sharing plan sponsored by the state. Certain faculty employees (generally those with less than a 12-month contract) earn a similar extended health or life insurance coverage retirement benefit based on years of service. Generally, 3⅓ years of teaching service extend health insurance for one year of single coverage, and five years extend health insurance for one year of family coverage. Faculty hired after July 1, 2009, do not receive years of service credit toward insurance premiums when they retire. Employees hired after July 1, 2010, receive no health insurance premium subsidy from the University. Two groups of employees hired after July 1, 2010, will not be required to pay the unsubsidized rate: (1) active employees who were originally hired before July 1, 2010, who have a break in service of fewer than two years after July 1, 2010, and (2) retired employees who retired before July 1, 2010, return to active service after July 1, 2010, and then go back into retirement. In those cases, the original hire date will apply.

The estimated expense and expense incurred for the vacation leave or OPEB benefits are recorded as a component of benefits expense in the statements of revenues, expenses, and changes in net position.

Deferred Outflows of Resources

Consumption of net assets by the University that is applicable to a future fiscal year is reported as a deferred outflow of resources on the statement of net position. Deferred outflows consist of the deferred loss on refunding, which is accreted over the periods of the refunding bond issue, and deferred outflows of resources related to pension and OPEB plans.

Deferred Inflows of Resources

An acquisition of net assets by the University that is applicable to a future fiscal year is reported as a deferred inflow of resources on the statement of net position. Deferred inflows consist of those related to pension, OPEB plan and leases.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Risk Management

The state's Board of Risk and Insurance Management (BRIM) provides general, property, and casualty coverage to the University and its employees.

BRIM engages an independent actuary to assist in the determination of its premiums so as to minimize the likelihood of premium adjustments to the University or other participants in BRIM's insurance programs. As a result, management does not expect significant differences between the premiums the University is currently charged by BRIM and the ultimate cost of that insurance based on the University's actual loss experience. In the event such differences arise between estimated premiums currently charged by BRIM to the University and the University's ultimate actual loss experience, the difference will be recorded, as the change in estimate becomes known.

In addition, through its participation in the West Virginia Public Employees Insurance Agency (PEIA) and a third-party insurer, the University has obtained health, life, prescription drug coverage, and coverage for job-related injuries for its employees. In exchange for payment of premiums to PEIA and the third-party insurer, the University has transferred its risks related to health, life, prescription drug coverage, and job-related injuries.

Classification of Revenues

The University has classified its revenues according to the following criteria:

Operating Revenues – Operating revenues include activities that have the characteristics of exchange transactions, such as: (1) student tuition and fees, net of scholarship discounts and allowances, (2) sales and services of auxiliary enterprises, net of scholarship discounts and allowances, (3) most federal, state, local, and nongovernmental grants and contracts, and (4) sales and services of educational activities.

Nonoperating Revenues – Nonoperating revenues include activities that have the characteristics of nonexchange transactions, such as gifts and contributions, federal HEERF grants, and other revenues that are defined as nonoperating revenues by GASB such as state appropriations, federal Pell Grants, and investment income and sale of capital assets (including natural resources).

Other Revenues – Other revenues consist primarily of nongovernmental grants and gifts.

Use of Restricted Components of Net Position

The University has not adopted a formal policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted resources are available. Generally, the University attempts to utilize restricted resources first when practicable.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Federal Financial Assistance Programs

The U.S. Department of Education makes interest subsidized and nonsubsidized loans directly to students through the University. Direct student loan receivables are not included in the University's balance sheets, as the loans are repayable directly to the U.S. Department of Education. In 2026 and 2025 the University received and disbursed $2,749,070 and $3,119,386, respectively, under the federal Direct Student Loan Program on behalf of the U.S. Department of Education, which amounts are not included as revenue and expense on the statements of revenues, expenses and changes in net position.

The University also distributes other student financial assistance funds on behalf of the federal government to students under the federal Pell Grant, Academic Competitiveness Grant, National Science and Mathematics Access to Retain Talent (SMART) Grant, and Teacher Education Assistance for College and Higher Education (TEACH) Grant, Supplemental Educational Opportunity Grant, and College and Work Study programs. The activity of these programs is recorded in the accompanying financial statements. In 2026 and 2025, the University received and disbursed $3,359,749 and $4,071,913, respectively.

Scholarship and Discount Allowances

Student tuition and fee revenues, and certain other revenues from students, are reported net of scholarship allowances and discounts in the statements of revenues, expenses, and changes in net position. Scholarship and discount allowances are the difference between the stated charge for educational services provided by the University, and the amount that is paid by students and/or third parties on the students' behalf.

Financial aid to students is reported in the financial statements under the alternative method as prescribed by the National Association of College and University Business Officers (NACUBO). Certain aid such as loans, funds provided to students as awarded by third parties, and federal direct lending is accounted for as a third-party payment (credited to the student's account as if the student made the payment). All other aid is reflected in the financial statements as operating expenses, or scholarship allowances, which reduce revenues. The amount reported as operating expense represents the portion of aid that was provided to the student in the form of cash. Scholarship allowances represent the portion of aid provided to the student in the form of reduced tuition. Under the alternative method, these amounts are computed on a University basis by allocating the cash payments to students, excluding payments for services, on the ratio of total aid to the aid not considered to be third-party aid.

Government Grants and Contracts

Government grants and contracts normally provide for the recovery of direct and indirect costs, subject to audit. The University recognizes revenue when all eligibility requirements are met.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Statement Presentation (Continued)

Income Taxes

The University is exempt from income taxes, except for unrelated business income, as a governmental instrumentality under federal income tax laws and regulations of the Internal Revenue Service. Its blended component units are exempt from income taxes as nonprofit organizations.

Cash Flows

Any cash and cash equivalents escrowed, restricted for noncurrent assets, or in funded reserves have not been included as cash and cash equivalents for the purpose of the statements of cash flows.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Risk and Uncertainties

Investments are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain securities, it is reasonably possible that changes in risk and values will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

NOTE 3 CASH AND CASH EQUIVALENTS

The composition of cash and cash equivalents at June 30 was as follows:

	2026		
	Current	Noncurrent	Total
State Treasurer	$ 619,281	$ 12,842	$ 632,123
Trustee	-	3,094,788	3,094,788
Banks	858,568	-	858,568
Total	$ 1,477,849	$ 3,107,630	$ 4,585,479

	2025		
	Current	Noncurrent	Total
State Treasurer	$ 635,368	$ 12,842	$ 648,210
Trustee	-	2,969,262	2,969,262
Banks	956,664	-	956,664
Total	$ 1,592,032	$ 2,982,104	$ 4,574,136

NOTE 3 CASH AND CASH EQUIVALENTS (CONTINUED)

Cash held by the State Treasurer includes $255,252 and $557,239 at June 30, 2026 and 2025, respectively, of restricted cash for grant programs, capital improvements, debt service, and student financial aid, among others.

Funds kept in banks are covered by Federal Deposit Insurance Corporation up to $250,000 or were collateralized by securities held by the state's agent.

Amounts with the State Treasurer as of June 30, 2026 and 2025, are comprised of two investment pools, the WV Money Market Pool and the WV Short Term Bond Pool.

Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The following table provides information on the Standard & Poor's rating of the State's investment pools as of June 30:

	S&P Rating	Carrying Value 2026	Carrying Value 2025
External Pool:			
WV Money Market Pool	AAAm	$ 496,000	$ 466,000
WV Short-Term Bond Pool	Not Rated	12,000	11,000

A fund rated AAAm has extremely strong capacity to maintain principal stability and to limit exposure to principal losses due to credit, market, and/or liquidity risks. AAAm is the highest principal stability fund rating assigned by Standard & Poor's.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. All the funds held by the State Treasurer are subject to interest rate risk. The following table provides information on the weighted-average maturities for the WV Money Market Pool:

	2026 Carrying Value	2026 Weighted-Average Maturity
External Pool:		
WV Money Market Pool	$ 496,000	45 Days

	2025 Carrying Value	2025 Weighted-Average Maturity
External Pool:		
WV Money Market Pool	$ 466,000	41 Days

NOTE 3 CASH AND CASH EQUIVALENTS (CONTINUED)

The following table provides information on the effective duration for the WV Short Term Bond Pool:

	2026	
	Carrying Value	Effective Duration
External Pool:		
WV Short Term Bond Pool	$ 12,000	664 Days

	2025	
	Carrying Value	Effective Duration
External Pool:		
WV Short Term Bond Pool	$ 11,000	637 Days

Other Investment Risks

Other investment risks include concentration of credit risk, custodial credit risk, and foreign currency risk. None of the BTI's Consolidated Fund's investment pools or accounts is exposed to these risks described below.

Custodial Credit Risk

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of the investment or collateral securities that are in the possession of an outside party.

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of a Consolidated Fund pool or account's investment in a single corporate issuer. The BTI investment policy prohibits those pools and accounts permitted to hold corporate securities from investing more than 5% of their assets in any one corporate name or one corporate issue.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. The University has no investments with foreign currency risk.

NOTE 3 CASH AND CASH EQUIVALENTS (CONTINUED)

Cash in Bank with Trustee

	Carrying Value	
	2026	2025
Investment Type:		
Government Money Market Funds	$ 3,094,788	$ 2,969,262

The objective of the money market fund is to increase the current level of income while continuing to maintain liquidity and capital. Assets are invested in high-quality short-term money market instruments.

NOTE 4 ACCOUNTS RECEIVABLE

Accounts receivable consisted of the following at June 30:

	2026	2025
Student Tuition and Fees, Net of Allowance for Doubtful Accounts of $6,441,519 for 2026 and $6,112,033 for 2025	$ 903,812	$ 833,708
Other State Agencies	209,184	139,741
Payroll Advance	13,729	21,248
Interest Receivable	22,864	30,016
Lease Receivable	160,273	739,315
Related Party Receivable	-	1,000,000
Other	282,086	189,888
Total	1,591,948	2,953,916
Less: Noncurrent	13,729	181,521
Total	$ 1,578,219	$ 2,772,395

NOTE 5 CAPITAL ASSETS

Capital assets consisted of the following at June 30:

	2026			
	Balance - Beginning of Year	Additions	Reductions	Balance - End of Year
Capital Assets Not being Depreciated:				
Land	$ 1,222,564	$ -	$ -	$ 1,222,564
Construction In Progress	6,219,750	16,213,202	(2,795,844)	19,637,108
Total Capital Assets Not being Depreciated	7,442,314	16,213,202	(2,795,844)	20,859,672
Other Capital Assets:				
Land Improvements	2,263,698	2,554,441	(551,180)	4,266,959
Infrastructure	2,103,041		(353,363)	1,749,678
Buildings	110,963,544	1,373,282	(4,805,755)	107,531,071
Equipment	9,508,387	861,083	(599,422)	9,770,048
Library Books	643,388	2,118	(16)	645,490
Leasehold Improvements	199,219	-	-	199,219
Total Other Capital Assets	125,681,277	4,790,924	(6,309,736)	124,162,465
Less Accumulated Depreciation for:				
Land Improvements	1,842,730	122,382	(443,791)	1,521,321
Infrastructure	1,656,887	44,273	(353,363)	1,347,797
Buildings	44,940,487	2,135,759	(3,107,468)	43,968,778
Equipment	6,529,225	816,159	(595,802)	6,749,582
Library Books	634,836	4,640	(16)	639,460
Leasehold Improvements	155,687	8,631		164,318
Total Accumulated Depreciation	55,759,852	3,131,844	(4,500,440)	54,391,256
Other Capital Assets, Net	69,921,425	1,659,080	(10,810,176)	69,771,209
Total Cost of Capital Assets	133,123,591	21,004,126	(9,105,580)	145,022,137
Less: Accumulated Depreciation	55,759,852	3,131,844	(4,500,440)	54,391,256
Capital Assets, Net	$ 77,363,739	$ 17,872,282	$ (4,605,140)	$ 90,630,881

NOTE 5 CAPITAL ASSETS (CONTINUED)

	2025			
	Balance - Beginning of Year	Additions	Reductions	Balance - End of Year
Capital Assets Not being Depreciated:				
Land	$ 1,222,564	$ -	$ -	$ 1,222,564
Construction In Progress	79,030	6,140,720	-	6,219,750
Total Capital Assets Not being Depreciated	1,301,594	6,140,720	-	7,442,314
Other Capital Assets:				
Land Improvements	2,263,698	-	-	2,263,698
Infrastructure	2,011,866	149,400	(58,225)	2,103,041
Buildings	110,728,872	319,572	(84,900)	110,963,544
Equipment	8,043,351	1,762,944	(297,908)	9,508,387
Library Books	1,693,429	3,207	(1,053,248)	643,388
Leasehold Improvements	199,219	-	-	199,219
Total Other Capital Assets	124,940,435	2,235,123	(1,494,281)	125,681,277
Less Accumulated Depreciation for:				
Land Improvements	1,783,398	59,332	-	1,842,730
Infrastructure	1,672,423	42,689	(58,225)	1,656,887
Buildings	42,841,970	2,163,634	(65,117)	44,940,487
Equipment	6,121,089	706,044	(297,908)	6,529,225
Library Books	1,679,766	8,318	(1,053,248)	634,836
Leasehold Improvements	144,731	10,956	-	155,687
Total Accumulated Depreciation	54,243,377	2,990,973	(1,474,498)	55,759,852
Other Capital Assets, Net	70,697,058	(755,850)	(2,968,779)	69,921,425
Total Cost of Capital Assets	126,242,029	8,375,843	(1,494,281)	133,123,591
Less: Accumulated Depreciation	54,243,377	2,990,973	(1,474,498)	55,759,852
Capital Assets, Net	$ 71,998,652	$ 5,384,870	$ (19,783)	$ 77,363,739

Depreciation expense for the years ended June 30, 2026 and 2025, was $4,950,246 and $2,977,371, respectively.

Buildings include the Waco Center, a portion of which is owned and accounted for by the Foundation. A lease agreement, expiring in 2043, between the University and Foundation specifies that the portion of the Waco Center owned by the Foundation will transfer to the University at the expiration of the lease. The lease is payable in annual installments of $1.

The University maintains certain collections of inexhaustible assets to which no value can be practically determined. Accordingly, such collections are not capitalized or recognized for financial statement purposes. Such collections include contributed works of art, historical treasures, and literature that are held for exhibition, education, research, and public service. These collections are neither disposed of for financial gain nor encumbered in any means.

NOTE 6 LONG-TERM LIABILITIES

The following is a summary of long-term obligation transactions for the years ended June 30:

	2026				
	Balance - Beginning of Year	Additions	Reductions	Balance - End of Year	Current Portion
Bonds and Notes Payable:					
Notes Payable	$ 1,350,222	$ -	$ 342,422	$ 1,007,800	$ 349,995
Commission Debt Payable	157,649	-	80,782	76,867	76,867
Improvement and Refunding Revenue Bonds	31,707,327	-	840,852	30,866,475	885,000
Total Bonds and Notes Payable	33,215,198	-	1,264,056	31,951,142	1,311,862
Other Liabilities:					
Compensated Absences*	1,095,279	-	31,779	1,063,500	1,063,500
Net Pension Liability	105,595	-	86,375	19,220	-
Other Postemployment Benefits (Asset) Liability	(33,079)	169,044	-	135,965	-
Total Other Liabilities	1,167,795	169,044	118,154	1,218,685	1,063,500
Total Noncurrent Liabilities	$ 34,382,993	$ 169,044	$ 1,382,210	$ 33,169,827	$ 2,375,362

	2025				
	Balance - Beginning of Year	Additions	Reductions	Balance - End of Year	Current Portion
Bonds and Notes Payable:					
Notes Payable	$ 1,685,299	$ -	$ 335,077	$ 1,350,222	$ 342,422
Commission Debt Payable	234,540	-	76,891	157,649	80,782
Improvement and Refunding Revenue Bonds	32,518,594	-	811,267	31,707,327	850,000
Total Bonds and Notes Payable	34,438,433	-	1,223,235	33,215,198	1,273,204
Other Liabilities:					
Compensated Absences*	748,173	347,106	-	1,095,279	1,095,279
Net Pension Liability	136,014	-	30,419	105,595	-
Other Postemployment Benefits (Asset) Liability	(259,225)	226,146	-	(33,079)	-
Total Other Liabilities	624,962	573,252	30,419	1,167,795	1,095,279
Total Noncurrent Liabilities	$ 35,063,395	$ 573,252	$ 1,253,654	$ 34,382,993	$ 2,368,483

* The change in the compensated absences liability is presented as a net change.

During 2017, the University's blended component unit, the Glenville State University Housing Corporation, Inc., borrowed $400,000 from private individuals, some of whom are members of the University's Board of Governors. The loans incurred interest at a rate of the higher of 4.0% or *The Wall Street Journal* prime rate plus 0.5%. The loans were secured by revenue from rental properties. All of the loans were fully repaid.

In fiscal year 2021, the University secured a 10-year interest-free loan from the HEPC for the purposes of performing several critically needed replacements or improvements to heating and cooling systems on campus. This project will provide much needed reliability, as well as energy and deferred maintenance savings to the University for years to come. The loan will be repaid in equal quarterly payments.

NOTE 7 BONDS PAYABLE

Bonds payable consisted of the following at June 30:

		Principal Amount Outstanding	
	Interest Rate	2026	2025
Improvement and Refunding Revenue Bonds, Series 2017 Matures from June 2022 to June 2047	3.25% to 5.25%	$ 30,930,000	$ 31,780,000
Unamortized Bond Discount		(63,525)	(72,673)
Total Bonds Payable		$ 30,866,475	$ 31,707,327

The Series 2017 Bonds bear interest at the rates shown above payable semiannually on June 1 and December 1 of each year until paid.

The Series 2017 Bond proceeds were used to pay in full the Series 2006 Bonds, Series 2007 Bonds, Series 2009 Bonds, and the 2011 note payable on September 28, 2017. Proceeds were escrowed in sufficient amount to pay in full the Series 2011A Bonds on October 10, 2017. Proceeds of $2,000,000 were deposited in a project fund for future capital improvements. As of June 30, 2019, $2,000,000 had been drawn down to pay for capital projects. In 2019, the University recorded a loss on refunding of $297,157. At June 30, 2026 and 2025, the unamortized loss on refunding was $223,787 and $238,461, respectively.

Future debt service requirements to maturity, as scheduled, for the Series 2017 Bonds at June 30, 2026, are as follows:

Maturity	Principal	Interest	Total
2027	$ 885,000	$ 1,559,100	$ 2,444,100
2028	920,000	1,523,700	2,443,700
2029	965,000	1,482,300	2,447,300
2030	1,005,000	1,438,875	2,443,875
2031	1,050,000	1,393,650	2,443,650
2032 to 2036	6,050,000	6,177,750	12,227,750
2037 to 2041	7,740,000	4,489,725	12,229,725
2042 to 2046	9,990,000	2,236,763	12,226,763
2047	2,325,000	122,063	2,447,063
Total	$ 30,930,000	$ 20,423,926	$ 51,353,926

NOTE 8 NOTES PAYABLE

Notes payable consisted of the following at June 30:

Description	2026	2025
$1,000,000 unsecured promissory note to HEPC, 0.00% interest, quarterly payments of $25,000	$ 500,000	$ 600,000
$3,145,581 promissory note collateralized by first lien on equipment installed in various buildings on campus, 3.10% interest, semiannual payments of $131,907 due through June 2028	507,800	750,222
Total Notes Payable	$ 1,007,800	$ 1,350,222

The University has available a line of credit of $1,000,000 with the Glenville State University Foundation, Inc., bearing interest at 4.0%.

The following is the schedule of future annual minimum payments required under the notes payable as of June 30, 2026:

Year Ending June 30,	Principal	Interest	Total
2027	$ 349,995	$ 13,819	$ 363,814
2028	357,805	6,009	363,814
2029	100,000		100,000
2030	100,000		100,000
2031	100,000		100,000
2030 to 2031			-
Total	$ 1,007,800	$ 19,828	1,027,628
Less: Interest			19,828
Principal			$ 1,007,800

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB)

Employees of the University are enrolled in the West Virginia Other Postemployment Benefit Plan (the OPEB plan) which is administered by the West Virginia Public Employees Insurance Agency (PEIA) and the West Virginia Retiree Health Benefit Trust Fund (the RHBT).

As related to the implementation of GASB 75, following are the University's net OPEB liability (asset), deferred outflows of resources, and deferred inflows of resources related to OPEB, revenues, and the OPEB expense and expenditures for the fiscal years ended June 30:

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

	2026	2025
Net OPEB (Asset) Liability	$ 135,965	$ (33,079)
Deferred Outflows of Resources	448,084	139,133
Deferred Inflows of Resources	256,017	147,533
Revenues (Payments on Behalf)	107,870	(103,897)
OPEB Expense	66,118	(29,555)
Contributions Made by the University	51,137	97,772

Plan Description

The OPEB plan is a cost-sharing, multiple employer, defined benefit other postemployment benefit plan that covers the retirees of State agencies, colleges and universities, county boards of education, and other government entities as set forth in West Virginia Code Section 5-16D-2 (the Code). Plan benefits are established and revised by PEIA and the RHBT with approval of the Finance Board. The Finance Board is comprised of nine members. Finance Board members are appointed by the Governor, serve a term of four years, and are eligible for reappointment. The State Department of Administration secretary serves as Chairman of the Board. Four members represent labor, education, public employees, and public retirees. Four remaining members represent the public-at-large.

Active employees who retire are eligible for PEIA health and life benefits, provided they meet the minimum eligibility requirements of the applicable State retirement system and if their last employer immediately prior to retirement: is a participating employer under the Consolidated Public Retirement Board (CPRB) and, as of July 1, 2008 forward, is a participating employer with PEIA. Active employees who, as of July 1, 2008, have ten years or more of credited service in the CPRB and whose employer at the time of their retirement does participate with CPRB, but does not participate with PEIA will be eligible for PEIA retiree coverage provided: they otherwise meet all criteria under this heading and their employer agrees, in writing, upon a form prescribed by PEIA, that the employer will pay to PEIA the nonparticipating retiree premium on behalf of the retiree or retirees, or that the retiree agrees to pay the entire unsubsidized premium themselves. Employees who participate in non-State retirement systems but that are CPRB system affiliated, contracted, or approved (such as TIAA-CREF and Empower Retirement), or are approved, in writing, by the PEIA Director must, in the case of education employees, meet the minimum eligibility requirements of the State Teachers Retirement System (TRS), and in all other cases meet the minimum eligibility requirements of the Public Employees Retirement System to be eligible for PEIA benefits as a retiree.

The financial activities of the OPEB plan are accounted for in the RHBT, a fiduciary fund of the state of West Virginia. The RHBT audited financial statements and actuarial reports can be found on the PEIA website at www.peia.wv.gov.

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

Benefits Provided

The OPEB plan provides the following benefits: medical and prescription drug insurance and life insurance. The medical and prescription drug insurance is provided through two options: the self-insured preferred provider benefit plan option, which is primarily for non-Medicare-eligible retirees and spouses; and the external managed care organization option, which is primarily for Medicare-eligible retirees and spouses.

Contributions

Employer contributions from the RHBT billing system represent what the employer was billed during the respective year for its portion of the pay-as-you-go (paygo) premiums, retiree leave conversion billings, and other matters, including billing adjustments.

Paygo premiums are established by the PEIA Finance Board annually. All participating employers are required by statute to contribute this premium to the RHBT at the established rate for every active policyholder per month. The paygo rates related to the measurement date of June 30, 2024 and 2023 were $34 and $70, respectively.

Members retired before July 1, 1997, pay retiree health care contributions at the highest sponsor subsidized rate, regardless of their actual years of service. Members retired after July 1, 1997, or hired before June 30, 2010, pay a subsidized rate depending on the member's years of service. Members hired on or after July 1, 2010, pay retiree health care contributions with no sponsor-provided implicit or explicit subsidy.

Retiree leave conversion contributions from the employer depend on the retiree's date of hire and years of service at retirement as described below:

- Members hired before July 1, 1988, may convert accrued sick or annual leave days into 100% of the required retiree healthcare contribution.

- Members hired from July 1, 1988, to June 30, 2001, may convert accrued sick or annual leave days into 50% of the required retiree healthcare contribution.

The conversion rate is two days of unused sick and annual leave days per month for single healthcare coverage and three days of unused sick and annual leave days per month for family healthcare coverage.

Employees hired on or after July 1, 2001, no longer receive sick and/or vacation leave credit toward the required retiree healthcare contribution when they retire. All retirees have the option to purchase continued coverage regardless of their eligibility for premium credits.

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

Contributions (Continued)

Certain faculty employees (generally those with less than a 12-month contract) earn a similar extended health or life insurance coverage retirement benefit based on years of service. Generally, 3-1/3 years of teaching service extend health insurance for one year of single coverage, and five years extend health insurance for one year of family coverage. Faculty hired after July 1, 2009 no longer receive years of service credit toward insurance premiums when they retire. Faculty hired on or after July 1, 2010 receive no health insurance premium subsidy when they retire. Two groups of employees hired after July 1, 2010 will not be required to pay the unsubsidized rate: (1) active employees who were originally hired before July 1, 2010 who have a break in service of fewer than two years after July 1, 2010 and (2) retired employees who had an original hire date prior to July 1, 2010 may return to active employment. In those cases, the original hire date may apply.

The University's contributions to the OPEB plan for the years ended June 30, 2026, 2025, and 2024, were $51,137, $97,772, and $31,423, respectively.

Basis of Allocation

OPEB amounts have been allocated to each contributing employer based on their proportionate share of employer contributions to the RHBT for the fiscal year ended June 30, 2020. Effective July 1, 2017, certain employers that met the plan's opt out criteria and chose not to participate in the plan coverage were no longer required to make contributions to the plan. The amounts previously allocated to such employers for the net OPEB liability and related deferred inflows and deferred outflows are reallocated to the remaining employers participating in the cost sharing plan. The plan reallocates these balances to the remaining active employers based on their proportionate share of contributions made in the period of reallocation.

Assumptions

The net OPEB liability (asset) as of June 30, 2025 for financial reporting purposes was determined by an actuarial valuation as of June 30, 2023 and a measurement date of June 30, 2024. The following actuarial assumptions were used and applied to all periods included in the measurement, unless otherwise specified:

- Inflation rate: 2.50%.
- Salary increase: Specific to the OPEB covered group. Ranging from 2.75% to 5.18%, including inflation.
- Investment rate of return: 7.40%, net of OPEB plan investment expense, including inflation.
- Healthcare cost trend rates: Trend rate for pre-Medicare and Medicare per capita costs of 7.0% medical and 8.0% drug. The trends increase over four years to 9.0% and 9.5%, respectively. The trends then decrease linearly for 5 years until ultimate trend rate of 4.50% is reached in plan year end 2032.

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

Assumptions (Continued)

- Actuarial cost method: Entry age normal cost method.
- Amortization method: Level percentage of payroll over a 20-year closed period beginning June 30, 2017.
- Wage inflation: 2.75%.
- Retirement age: Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2020 actuarial valuation.
- Aging factors: Based on the 2013 SOA Study "Health Care Costs – From Birth to Death".
- Expenses: Health administrative expenses are included in the development of the per capita claims cost. Operating expenses are included as a component of the annual expense.
- • Mortality post-retirement: Pub-2010 General Healthy Retiree Mortality Tables projected with MP-2019 and scaling factors of 100% for males and 108% for females.
- • Mortality pre-retirement: Pub-2010 General Employee Mortality Tables projected with MP-2021 and scaling factors of 100% for males and 100% for females.

The actuarial assumptions used in the June 30, 2023, valuation were based on results of an actuarial experience study for the period from July 1, 2015 to June 30, 2020. The actuarial valuation as of June 30, 2023, reflects updates to the following assumptions which are reviewed at each measurement date: projected capped subsidies, per capital claim costs, healthcare trend rates, coverage and continuance, percentage eligible for tobacco-free premium discount; and retired employee assistance program participation.

The long-term expected rate of return of 7.40% on OPEB plan investments was determined by a combination of an expected long-term rate of return of 7.60% for long-term assets invested with the WV Investment Management Board and an expected short-term rate of return of 2.75% for assets invested with the BTI.

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which estimates of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage. Target asset allocations, capital market assumptions (CMA), and forecast returns were provided by the Plan's investment advisors, including the West Virginia Investment Management Board (WV-IMB). The projected nominal return for the Money Market Pool held with the BTI was estimated based on the WV-IMB assumed inflation of 2.50% plus a 25 basis point spread.

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

Assumptions (Continued)

As of June 30, 2026 and 2025, the target allocations and estimates of annualized long-term expected returns assuming a 10-year horizon are summarized below:

	2026		2025	
	Target Allocation	Long-Term Expected Real Return	Target Allocation	Long-Term Expected Real Return
Asset Class:				
Equity	45.0%	7.4%	55.0%	7.4%
Fixed Income	15.0	3.9	15.0	3.9
Real Estate	12.0	7.7	10.0	7.2
Hedge Funds	10.0	4.5	10.0	4.5
Private Credit and Income	6.0	7.4	0.0	0.0
Private Equity	12.0	10.0	10.0	10.0
Total	100.0%		100.0%	

Discount Rate

The discount rate used to measure the total OPEB liability (asset) was 7.40% for fiscal years 2026 and 2025. This single discount rate was based on the expected rate of return on OPEB plan investments of 7.40% for those fiscal years. The projection of cash flows used to determine this single discount rate assumed that employer contributions will be made in accordance with the prefunding and investment policies. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability (asset).

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

Assumptions (Continued)

Sensitivity of the Net OPEB Liability (Asset) to Changes in the Discount Rate

The following presents the University's proportionate share of the net OPEB liability (asset) as of June 30, 2026 and 2025 calculated using a discount rate that is one percentage point lower (6.40% in 2026; 6.40% in 2025) or one percentage point higher (8.40% in 2026; 8.40% in 2025) than the current rate (7.40% in 2026; 7.40% in 2025).

	2026		
	1% Decrease (6.40%)	Current Discount Rate (7.40%)	1% Increase (8.40%)
Net OPEB (Asset) Liability	$ 519,323	$ (135,965)	$ (191,284)

	2025		
	1% Decrease (6.40%)	Current Discount Rate (7.40%)	1% Increase (8.40%)
Net OPEB (Asset) Liability	$ 144,621	$ (33,079)	$ (181,070)

Sensitivity of the Net OPEB Liability (Asset) to Changes in the Healthcare Cost Trend Rate

The following presents the University's proportionate share of the net OPEB liability as of June 30, 2026 and 2025 calculated using the healthcare cost trend rate, as well as what the University's net OPEB liability (asset) would be if it were calculated using a healthcare cost trend rate that is one percentage point lower or one percentage point higher than the current rate.

	2026		
	1% Decrease	Current Healthcare Cost Trend Rate	1% Increase
Net OPEB (Asset) Liability	$ (344,861)	$ (135,965)	$ 707,097

	2025		
	1% Decrease	Current Healthcare Cost Trend Rate	1% Increase
Net OPEB (Asset) Liability	$ (260,080)	$ (33,079)	$ 242,582

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

OPEB Liabilities (Assets), OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

The June 30, 2025 net OPEB (asset) liability was measured as of June 30, 2024, and the total OPEB (asset) liability was determined by an actuarial valuation as of June 30, 2023, rolled forward to the measurement date of June 30, 2024. The June 30, 2024 net OPEB (asset) liability was measured as of June 30, 2023, and the total OPEB (asset) liability was determined by an actuarial valuation as of June 30, 2022, rolled forward to the measurement date of June 30, 2023.

At June 30, 2026, the University's proportionate share of the net OPEB liability (asset) was $243,835. Of this amount, the University recognized $135,965 as its proportionate share on the statement of net position. The remainder of $107,870 denotes the University's proportionate share of net OPEB liability (asset) attributable to the special funding.

At June 30, 2025, the University's proportionate share of the net OPEB liability (asset) was $(136,976). Of this amount, the University recognized $(33,079) as its proportionate share on the statement of net position. The remainder of $(103,897) denotes the University's proportionate share of net OPEB liability (asset) attributable to the special funding.

The allocation percentage assigned to each participating employer and non-employer contributing entity is based on its proportionate share of employer and non-employer contributions to OPEB for each of the fiscal years ended June 30, 2025 and 2024. Employer contributions are recognized when due. At the June 30, 2025 measurement date, the University's proportion was 0.144177%, an increase of 0.064730% from its proportion of 0.079447% calculated as of June 30, 2024. At the June 30, 2024 measurement date, the University's proportion was 0.079447%, a decrease of 0.084361% from its proportion of 0.163808% calculated as of June 30, 2023.

For the year ended June 30, 2026, the University recognized OPEB expense (offset) of $221,170. Of this amount, $66,118 was recognized as the University's proportionate share of OPEB expense and $155,052 as the amount of OPEB expense attributable to special funding from a non-employer contributing entity. The University also recognized revenue of $155,052 for support provided by the State.

For the year ended June 30, 2025, the University recognized OPEB expense (offset) of $26,449. Of this amount, $(29,555) was recognized as the University's proportionate share of OPEB expense and $56,004 as the amount of OPEB expense attributable to special funding from a non-employer contributing entity. The University also recognized revenue of $56,004 for support provided by the State.

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

OPEB Liabilities (Assets), OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

At June 30, deferred outflows of resources and deferred inflows of resources related to OPEB are as follows:

	2026	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	$ 123,743	$ 100,111
Changes in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	6,679	28,542
Change in Assumptions	317,662	28,020
Net Difference between Projected and Actual Investment Earnings	-	99,344
Total	$ 448,084	$ 256,017

	2025	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	$ 115,220	$ 33,262
Changes in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	11,285	37,469
Change in Assumptions	12,628	39,115
Net Difference between Projected and Actual Investment Earnings	-	37,687
Total	$ 139,133	$ 147,533

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year Ending June 30,	Amortization
2027	$ 185,278
2028	78,702
2029	(42,892)
2030	(29,021)
Total	$ 192,067

NOTE 9 NET OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

OPEB Liabilities (Assets), OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Payables to the OPEB Plan

The University did not report any amounts payable for normal contributions to the OPEB plan as of June 30, 2026 and 2025.

NOTE 10 LEASES

The Glenville State University Housing Corporation as lessor, leased certain facilities to a third party. The agreement began in October 2021 and ends in September 2026, unless cancelled by the tenant. Lease payments are at a monthly fixed rate with normal escalations over the term of the lease. The lease also includes a variable nonlease payment component for meals which is based upon actual daily food costs and meal counts. The Housing Corporation has determined the net present value of lease receipts based on an implicit rate of 14.62% using the fair value of the assets used in the lease with consideration for the residual value at the lease termination date. For the years ended June 30, rental income under leases other than short-term, is summarized as follows:

	2026	2025
Lease Revenue	$ 428,241	$ 428,241
Interest Revenue	64,483	143,141
Total	$ 492,724	$ 571,382

Future minimum lease payments under lease agreements are as follows:

Maturity	Principal	Interest	Total
2027	$ 160,273	$ 3,975	$ 164,248
Total	$ 160,273	$ 3,975	$ 164,248

NOTE 11 STATE SYSTEM OF HIGHER EDUCATION INDEBTEDNESS

The University is a state institution of higher education, and the University receives a state appropriation to support its operations. In addition, it is subject to the legislative and administrative mandates of state government. Those mandates affect all aspects of the University's operations, its tuition and fee structure, its personnel policies, and its administrative practices.

NOTE 11 STATE SYSTEM OF HIGHER EDUCATION INDEBTEDNESS (CONTINUED)

The state has chartered the HEPC with the responsibility to construct or renovate, finance, and maintain various academic and other facilities of the state's universities and colleges, including certain facilities of the University. Financing for these facilities was provided through revenue bonds issued by the former Board of Regents or the former Boards of the University and College Systems (the Boards). These obligations administered by HEPC are the direct and total responsibility of HEPC, as successor to the former Boards.

The Commission has the authority to assess each public institution of higher education for payment of debt service on these system bonds. The tuition and registration fees of the members of the former state university system are generally pledged as collateral for HEPC's bond indebtedness. Student fees collected by the institution in excess of the debt service allocation are retained by the institution for internal funding of capital projects and maintenance. Although the bonds remain as a capital obligation of HEPC, an estimate of the obligation of each institution is reported as a long-term payable by each institution and as a receivable by HEPC. The balances at June 30, 2026 and 2025, were $76,867 and $157,649, respectively.

For the years ended June 30, debt service assessed by HEPC was as follows:

	2026	2025
Principal	$ 76,867	$ 76,891
Interest	7,888	9,082
Total	$ 84,755	$ 85,973

In December 2010, HEPC issued $76,865,000 of the State of West Virginia Higher Education Policy Commission Revenue 2010 Series Bonds to fund approved HEPC Bond projects. The University received $11,000,000 of these proceeds, which was used for the construction of the Waco Center, a facility that houses an expanded Land Resources Education Center, a community and campus health care facility, and athletic facilities including administration, dedicated training areas, coaches' offices, and facilities for several indoor spectator sports. HEPC is responsible for repayment of this debt.

NOTE 12 UNRESTRICTED COMPONENTS OF NET POSITION

The unrestricted components of the University's net position is composed of resources as follows:

	2026	2025
Designated for Affiliated Organizations	$ 842,011	$ 793,041
Net OPEB	192,067	(8,400)
Net Pension	(178,454)	(200,335)
Undesignated	(4,721,451)	(6,248,926)
Total	$ (3,865,827)	$ (5,664,620)

NOTE 13 RETIREMENT PLANS

Substantially all eligible full-time employees of the University participate in either the West Virginia State Teachers' Retirement System (TRS) or the Teachers' Insurance and Annuities Association – College Retirement Equities Fund (TIAA-CREF), now known as TIAA. In years past, upon full-time employment, each employee was required to make an irrevocable selection between the TRS and TIAA-CREF. Effective July 1, 1991, the TRS was closed to new participants. Remaining participants in the TRS are permitted to make a one-time election to cease their participation in that plan and commence contributions to the West Virginia Teachers' Defined Contribution Plan (WVTDCP). Contributions to and participation in this Plan by University employees have not been significant to date.

The University's total payroll for the years ended June 30, 2026, 2025, and 2024 was $15,151,992, $15,087,361, and $12,815,849, respectively; total covered employees' salaries in the TRS and TIAA-CREF were $39,977 and $12,971,212 in 2026, $38,238 and $12,184,635 in 2025, and $141,480 and $11,216,225 in 2024.

Effective January 1, 2003, higher education employees enrolled in the basic 401(a) retirement plan with TIAA-CREF have an option to switch to the Educators Money 401(a) basic retirement plan (Educators Money). New hires have the choice of either plan.

Defined Benefit Pension Plan

Some employees of the University are enrolled in a defined benefit pension plan, the West Virginia Teachers' Retirement System (TRS), which is administered by the West Virginia Consolidated Public Retirement Board (CPRB).

Following are the University's net pension liability, deferred outflows of resources, and deferred inflows of resources related to pensions, revenues, and the pension expense and expenditures for the fiscal years ended June 30:

	2026	2025
Net Pension Liability	$ 19,220	$ 105,595
Deferred Outflows of Resources	3,354	13,612
Deferred Inflows of Resources	181,808	213,947
Revenues	(232)	13,145
Pension Expense	(101,645)	(95,093)
Contributions Made by the University	5,997	5,736

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS

Plan Description

TRS is a multiemployer defined benefit, cost-sharing, public employee retirement system providing retirement benefits as well as death and disability benefits. It covers all full-time employees of the 55 county, public school systems in the state of West Virginia and certain personnel of the 13 state-supported institutions of higher education, State Department of Education, and the Higher Education Policy Commission hired prior to July 1, 1991. Employees of the State-supported institutions of higher education and the Higher Education Policy Commission hired after June 30, 1991, are required to participate in the Higher Education Retirement System. TRS closed membership to new hires effective July 1, 1991. However, effective July 1, 2005, all new employees hired for the first time are required to participate in TRS.

TRS is considered a component unit of the state of West Virginia for financial reporting purposes, and, as such, its financial report is also included in the state of West Virginia's Annual Comprehensive Financial Report. TRS issues a publicly available comprehensive annual financial report that includes financial statements and required supplementary information for the plan. A copy of the report may be obtained from the TRS website at https://www.wvretirement.com/Publications.html#CAFR.

Benefits Provided

TRS provides retirement, death, and disability benefits. A member is eligible for normal retirement at age 60 with five years of service, age 55 with 30 years of service, or any age with 35 years of service. A member may retire with 30 years of credited service at any age with the pension reduced actuarially if the member retires before age 55. Terminated members with at least 5, but less than 20, years of credited service who do not withdraw their accumulated contributions are entitled to a deferred retirement commencing at age 62. Retirement benefits are equivalent to 2% of average annual salary multiplied by years of service. Average salary is defined as the average of the 5 highest fiscal years of earnings during the last 15. Chapter 18, Article 7A, of the West Virginia State Code assigns the authority to establish and amend the provisions of the plan, including contribution rates, to the State Legislature.

Contributions

The funding objective of the CPRB pension trust funds is to meet long-term benefit requirements through contributions, which remain relatively level as a percent of member payroll over time, and through investment earnings. Contribution requirements are set by CPRB. A member who withdraws from service for any cause other than death or retirement may request that the accumulated employee contributions plus interest be refunded.

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS (Continued)

Contributions (Continued)

Member Contributions

TRS funding policy provides for member contributions based on 6% of members' gross salary. Contributions as a percentage of payroll for members and employers are established by State law and are not actuarially determined.

Employer Contributions

The state (including institutions of higher education) contributes:

- 15% of gross salary of their state-employed members hired prior to July 1, 1991,
- 7.5% of the gross salary of their TRS covered employees hired for the first time after July 1, 2005, and for those TDCRS members who elected to transfer to TRS effective July 1, 2008,
- A certain percentage of fire insurance premiums paid by state residents, and
- Under WV State code section 18-9-A-6a, beginning in fiscal year 1996, an amount determined by the State Actuary as being needed to eliminate the TRS unfunded liability by 2034. As of June 30, 2025 and 2024, respectively, the University's proportionate share attributable to this special funding subsidy was $32,860 and $70,744.

The University's contributions to TRS for the years ended June 30, 2026, 2025, and 2024 were $5,997, $5,736, and $21,169, respectively.

Assumptions

The total pension liabilities for financial reporting purposes were determined by actuarial valuations as of July 1, 2023 and 2022, and rolled forward to June 30, 2024 and 2023, respectively. The following actuarial assumptions were used and applied to all periods included in the measurement:

- Actuarial cost method: Entry age normal cost with level percentage of payroll.
- Asset valuation method: Investments are reported at fair (market) value.
- Amortization method and period: Level dollar, fixed period over 40 years, from July 1, 1994 through fiscal year 2034.
- Investment rate of return of 7.25%, net of pension plan administrative and investment expenses.
- Projected salary increases: Teachers 2.75–5.90% and nonteachers 2.75–6.50%, based on age.
- Inflation rate of 2.75%.

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS (Continued)

Assumptions (Continued)

- Discount rate of 7.25%.
- Mortality rates based on Pub-2010 Mortality Tables.
- Withdrawal rates: Teachers 7.00-35.00% and non-teachers 2.30-18.00%.
- Disability rates: 0.004-0.563%.
- Retirement age: An age-related assumption is used for participants not yet receiving payments.
- Retirement rates: 15% to 100%.
- Ad hoc cost-of-living increases in pensions are periodically granted by the State Legislature. However, the retirement system makes no automatic provision for such increases.

Experience studies are performed at least once in every five-year period. The most recent experience study covered the period from July 1, 2015 to June 30, 2020. These assumptions will remain in effect for valuation purposes until such time as the CPRB adopts revised assumptions.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of the long-term arithmetic real rates of return for each major asset class included in TRS' target asset allocation as of June 30, 2024 and 2023, are summarized below.

	2025		2024	
	Target Allocation	Long-Term Expected Real Return	Target Allocation	Long-Term Expected Real Return
Asset Class:				
Domestic Equity	22.5%	6.5%	27.5%	6.5%
International Equity	22.5	9.1	27.5	9.1
Fixed Income	15.0	4.3	15.0	4.3
Real Estate	12.0	5.8	10.0	5.8
Private Equity	12.0	9.2	10.0	9.2
Private Credit	6.0	9.8	0.0	0.0
Hedge Funds	10.0	4.6	10.0	4.6
Total	100.0%		100.0%	

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS (Continued)

Discount Rate

The discount rate used to measure the total TRS net pension liability was 7.25% for fiscal years 2024 and 2023. The projection of cash flows used to determine the discount rate assumed that State contributions will continue to follow the current funding policy. Based on those assumptions, TRS' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on TRS' investments was applied to all periods of projected benefit payments to determine the total net pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the University's proportionate share of the TRS net pension liability as of June 30, 2026 and 2025 calculated using the discount rate of 7.25%, as well as what the University's TRS net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate.

	2026		
	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability	$ 38,419	$ 19,220	$ 2,949

	2025		
	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability	$ 177,360	$ 105,595	$ 44,989

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

The June 30, 2026 TRS net pension liability was measured as of June 30, 2025, and the total net pension liability was determined by an actuarial valuation as of July 1, 2024, rolled forward to the measurement date of June 30, 2025. The June 30, 2025 TRS net pension liability was measured as of June 30, 2024, and the total net pension liability was determined by an actuarial valuation as of July 1, 2023, rolled forward to the measurement date of June 30, 2024.

At June 30, 2026, the University's proportionate share of the TRS net pension liability was $50,082. Of this amount, the University recognized $19,220 as its proportionate share on the Statement of Net Position. The remainder of $30,862 denotes the University's proportionate share of net pension liability attributable to the special funding.

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

At June 30, 2025, the University's proportionate share of the TRS net pension liability was $280,219. Of this amount, the University recognized $105,595 as its proportionate share on the Statement of Net Position. The remainder of $174,624 denotes the University's proportionate share of net pension liability attributable to the special funding.

The allocation percentage assigned to each participating employer and non-employer contributing entity is based on their proportionate share of employer and non-employer contributions to TRS for each of the fiscal years ended June 30, 2025 and 2024. Employer contributions are recognized when due. At the June 30, 2025 measurement date, the University's proportion was 0.001479%, a decrease of 0.004117% from its proportion of 0.005596% calculated as of June 30, 2024. At the June 30, 2024 measurement date, the University's proportion was 0.005596%, a decrease of 0.000345% from its proportion of 0.005941% calculated as of June 30, 2023.

For the years ended June 30, 2026 and 2025, the University recognized TRS pension expense of $(101,877) and $(81,948), respectively. Of these amounts, $(101,645) and $(95,093), respectively, were recognized as the University's proportionate share of the TRS expense and $(232) and $13,145, respectively, as the amount of pension expense attributable to special funding from a non-employer contributing entity. The University also recognized revenue of $(232) and $13,145, respectively, for support provided by the State.

At June 30 deferred outflows of resources and deferred inflows of resources related to the TRS pension are as follows:

	2026	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Changes in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	$ -	$ 176,573
Net Difference Between Projected and Actual Investment Earnings	-	4,172
Differences Between Expected and Actual Experience	3,314	-
Differences in Assumptions	40	1,063
Total	$ 3,354	$ 181,808

NOTE 13 RETIREMENT PLANS (CONTINUED)

TRS (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

	2025	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Changes in Proportion and Difference Between Employer Contributions and Proportionate Share of Contributions	$ -	$ 203,044
Net Difference Between Projected and Actual Investment Earnings	-	10,903
Differences Between Expected and Actual Experience	10,930	-
Differences in Assumptions	2,682	-
Total	$ 13,612	$ 213,947

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in TRS pension expense as follows:

Year Ending June 30,	Amortization
2027	$ (53,097)
2028	(77,218)
2029	(24,961)
2030	(23,178)
Total	$ (178,454)

Payables to the Pension Plan

The University did not report any amounts payable for normal contributions to the TRS as of June 30, 2026 and 2025.

NOTE 13 RETIREMENT PLANS (CONTINUED)

Defined Contribution Pension Plan

The TIAA-CREF is a defined contribution benefit plan in which benefits are based solely upon amounts contributed plus investment earnings. Employees who elect to participate in this plan are required to make a contribution equal to 6% of total annual compensation. The University matches the employees' 6% contribution. Contributions are immediately and fully vested. In addition, employees may elect to make additional contributions to TIAA-CREF which are not matched by the University.

Total contributions to the TIAA-CREF for the years ended June 30, 2026, 2025, and 2024 were $1,556,546, $1,462,156, and $1,345,948, respectively, which consisted of equal contributions from the University and covered employees in 2026, 2025, and 2024 of $778,273, $731,078, and $672,974, respectively.

NOTE 14 CONTINGENCIES

The nature of the higher education industry is such that, from time to time, claims may be presented against the University on account of alleged negligence, acts of discrimination, breach of contract, or disagreements arising from the interpretation of laws or regulations. While some of these claims may be for substantial amounts, they are not unusual in the ordinary course of providing educational services in a higher education system. Management is not aware of any claims that would seriously impact the financial status of the institution.

Under the terms of federal grants, periodic audits are required and certain costs may be questioned as not being appropriate expenditures under the terms of the grants. Such audits could lead to reimbursement to the grantor agencies.

The Internal Revenue Code of 1986 establishes rules and regulations for arbitrage rebates. There are no arbitrage rebate liabilities that have been recorded in the financial statements as of June 30, 2026 and 2025.

Several of the University properties are known to contain asbestos. The University is not required by federal, state or local law and Federal Environmental, Health and Safety Regulations to remove asbestos from its buildings, but is required to manage the presence of asbestos in a safe manner. The University addresses this responsibility on a case-by-case basis. The University addresses the presence of asbestos as building renovation or demolition projects are undertaken and through asbestos operation and maintenance programs directed at containing, managing or operating with the asbestos in a safe manner.

NOTE 15 RELATED PARTY TRANSACTION

A member of the University's board of governors is also a board member of a private foundation who provided a $1,000,000 grant to the University in fiscal year 2025.

NOTE 16 CONDENSED COMPONENT UNIT INFORMATION

Condensed component unit information for the Glenville State University Housing Corporation and Glenville State University Research Corporation, the University's blended component units for the years ended June 30 are as follows:

CONDENSED SCHEDULES OF NET POSITION

	Glenville State University Housing Corporation		Glenville State University Research Corporation	
	2026	2025	2026	2025
Assets:				
Current Assets	$ 413,041	$ 1,109,746	$ 502,301	$ 159,263
Noncurrent and Capital Assets	1,170,336	1,281,718	572,786	616,666
Total Assets	$ 1,583,377	$ 2,391,464	$ 1,075,087	$ 775,929
Liabilities:				
Current Liabilities	$ 54,581	$ 65,227	$ 1,381,340	$ 35,732
Noncurrent Liabilities		-	-	-
Deferred Inflows	107,060	535,301	-	-
Total Liabilities	161,641	600,528	1,381,340	35,732
Net Position:				
Net Investment In Capital Assets	(902,554)	1,121,425	1,070,905	616,666
Unrestricted	2,324,290	669,511	(1,377,158)	123,531
Total Net Position	1,421,736	1,790,936	(306,253)	740,197
Total Liabilities and Net Position	$ 1,583,377	$ 2,391,464	$ 1,075,087	$ 775,929

CONDENSED SCHEDULES OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION

	Glenville State University Housing Corporation		Glenville State University Research Corporation	
	2026	2025	2026	2025
Operating:				
Revenues	$ 126,979	$ 394,354	$ 2,031,432	$ 202,098
Expenses	496,179	518,042	3,077,882	378,256
Net Operating Loss	(369,200)	(123,688)	(1,046,450)	(176,158)
Noncapital Subsidies	-	-	-	-
Nonoperating:				
Revenues	-	-	-	-
Expenses	-	-	-	-
Net Nonoperating Income	-	-	-	-
Decrease in Net Position	(369,200)	(123,688)	(1,046,450)	(176,158)
Net Position - Beginning of Year	1,790,936	1,914,624	740,197	916,355
Net Position - End of Year	$ 1,421,736	$ 1,790,936	$ (306,253)	$ 740,197

CONDENSED SCHEDULES OF CASH FLOWS

	Glenville State University Housing Corporation		Glenville State University Research Corporation	
	2026	2025	2026	2025
Net Cash from Operating Activities	$ (323,245)	$ (129,750)	$ 276,502	$ (260,539)
Net Cash from Nonoperating Activities	-	-	-	-
Cash and Cash Equivalents - Beginning of Year	439,864	569,614	96,571	357,110
Cash and Cash Equivalents - End of Year	$ 116,619	$ 439,864	373,073	$ 96,571

NOTE 17 NATURAL CLASSIFICATIONS WITH FUNCTIONAL CLASSIFICATIONS

For the years ended June 30 the following tables present operating expenses within both natural and functional classifications:

	2026						
	Salaries and Wages	Benefits	Supplies, Services, and Miscellaneous	Utilities	Scholarships and Fellowships	Depreciation	Total
Instruction	$ 5,446,652	$ 1,397,964	$ 655,970	$ -	$ -	$ -	$ 7,500,586
Academic Support	492,413	122,153	208,621	-	-	-	823,187
Student Services	1,511,871	408,342	767,932	-	-	-	2,688,145
General Institutional Support	3,226,516	1,113,282	3,589,766	-	-	-	7,929,564
Operations and Maintenance of Plant	1,588,963	519,026	338,725	1,692,497	-	-	4,139,211
Student Financial Aid	296,990	88,824	65,321	-	1,740,741	-	2,191,876
Auxiliary Enterprises	2,588,587	572,095	4,480,054	-	-	-	7,640,736
Deprecation and Amortization	-	-	-	-	-	4,950,246	4,950,246
Total	$ 15,151,992	$ 4,221,686	$ 10,106,389	$ 1,692,497	$ 1,740,741	$ 4,950,246	$ 37,863,551

	2025						
	Salaries and Wages	Benefits	Supplies, Services, and Miscellaneous	Utilities	Scholarships and Fellowships	Depreciation	Total
Instruction	$ 5,816,836	$ 1,252,821	$ 353,949	$ -	$ -	$ -	$ 7,423,606
Academic Support	1,153,940	331,159	228,778	-	-	-	1,713,877
Student Services	980,031	229,935	443,728	-	-	-	1,653,694
General Institutional Support	3,516,228	795,268	2,271,516	-	-	-	6,583,012
Operations and Maintenance of Plant	1,246,353	398,474	1,206,240	1,582,194	-	-	4,433,261
Student Financial Aid	247,852	69,470	41,573	-	3,807,792	-	4,166,687
Auxiliary Enterprises	2,126,120	440,406	4,197,534	-	-	-	6,764,060
Deprecation and Amortization	-	-	-	-	-	2,977,371	2,977,371
Total	$ 15,087,360	$ 3,517,533	$ 8,743,318	$ 1,582,194	$ 3,807,792	$ 2,977,371	$ 35,715,568

NOTE 18 COMPONENT UNIT DISCLOSURES

The notes taken directly from the audited financial statements of the Foundation that are applicable to GASB presentation and significant to the University are as follows:

A. Liquidity and Availability of Financial Assets

The Foundation's financial assets available for general expenditure within one year after June 30 are as follows:

	2026	2025
Cash and Cash Equivalents	$ 169,038	$ 1,086,485
Investments, at Fair Value	1,289,162	1,150,221
Related Party Receivables	1,408,175	336,131
Total	$ 2,866,375	$ 2,572,837

The Foundation's investments held at year-end are considered available for expenditure based on the Foundation's approved spending policy. Under current policy, the distribution shall be a minimum of 5.0% of the endowment portfolio's average market value on June 30 for the three years immediately preceding the establishment of the distributable amount.

As part of the Foundation's liquidity management, the Foundation has adopted investment and spending policies for assets that support the Foundation's mission and purpose, which are best served over the long term through a flow of interest income and an expanding flow of dividends and capital gains. Achieving these desired ends will help preserve the current purchasing power originating with the Foundation's invested funds, and it will not place at risk the principal value of those funds. The overriding investment objective is to earn a real total rate of return (interest and dividend income, plus realized and unrealized appreciation expressed as a percentage of market value, both adjusted for inflation) averaging at least 5.0% per annum, measured over a three-year to five-year period.

B. Marketable Investments

Investments are stated at estimated fair value in the financial statements. The following is an analysis of the composition of the Foundation's investments at June 30:

	2026	2025
Marketable Investments:		
Cash, Interest-Bearing	$ 853,294	$ 705,443
Mutual Funds	7,632,196	6,182,347
Bonds	4,182,132	3,545,049
Stocks	13,809,668	13,092,837
Alternatives	1,771,493	1,623,589
Total Marketable Investments	$ 28,248,783	$ 25,149,265

NOTE 18 COMPONENT UNIT DISCLOSURES (CONTINUED)

C. Fair Value Measurements

Fair values of assets measured on a recurring basis as of June 30 are as follows:

	2026			
	Level 1	Level 2	Level 3	Fair Value
Investments:				
Total Cash, Interest-Bearing	$ 853,294	$ -	$ -	$ 853,294
U.S. Government Obligations	2,505,680	-	-	2,505,680
Corporate Debt Obligations	-	1,676,452	-	1,676,452
Equity Securities	13,809,668	-	-	13,809,668
Mutual Funds	7,632,196	-	-	7,632,196
Total Investments, at Fair Value	$ 24,800,838	$ 1,676,452	$ -	26,477,290
Alternatives:				
Hedge Fund (NAV)				1,771,493
Total Marketable Investments				$ 28,248,783

	2025			
	Level 1	Level 2	Level 3	Fair Value
Investments:				
Total Cash, Interest-Bearing	$ 705,443	$ -	$ -	$ 705,443
U.S. Government Obligations	1,703,469	-	-	1,703,469
Municipal Obligations	-	148,742	-	148,742
Corporate Debt Obligations	-	1,692,838	-	1,692,838
Equity Securities	13,092,837	-	-	13,092,837
Mutual Funds	6,182,347	-	-	6,182,347
Total Investments, at Fair Value	$ 21,684,096	$ 1,841,580	$ -	23,525,676
Alternatives:				
Hedge Fund (NAV)				1,623,589
Total Marketable Investments				$ 25,149,265

In accordance with the fair value measurements and disclosures guidance, the category, fair value, redemption frequency, and redemption notice period for investments, the fair value of which are estimated using the NAV per share as of June 30 are as follows. There were no unfunded commitments as of June 30, 2026 and 2025.

	Redemption Frequency (If Currently Eligible)	Redemption Notice Period	2026	2025
Alternatives:				
Hedge Funds*	Various	Various	$ 1,771,493	$ 1,623,589

* Funds in this category invest in hedge funds to achieve capital appreciation with limited variability of returns.

NOTE 18 COMPONENT UNIT DISCLOSURES (CONTINUED)

D. Capital Assets

Capital assets consist of the following as of June 30:

	2026	2025
Land Improvements, Nondepreciable	$ 580,553	$ 580,553
Buildings	5,095,222	5,095,222
Office Equipment	38,790	38,790
Vehicles	323,606	270,007
Total	6,038,171	5,984,572
Less: Accumulated Depreciation	(1,647,545)	(1,514,473)
Capital Assets, Net	$ 4,390,626	$ 4,470,099

Depreciation expense for the years ended June 30, 2026 and 2025, was $202,831 and $178,474, respectively.

E. Loan Payable

Loan payable consists of the following as of June 30:

Description	2026	2025
Loan payable to United Bank, Inc. for $2,683,125. Payments are to be made in monthly installments of $15,020 including a fixed interest rate of 5.372% and a maturity of a final balloon payment on November 21, 2034. The loan is collateralized by a first deed-of-trust on Building A located at 921 Mineral Road and the assignment of all lease agreements.	2,629,164	2,662,946
Less: Current Portion of Loan Payable	(40,279)	(38,176)
Net Long-Term Portion	$ 2,588,885	$ 2,624,770

Scheduled principal payments for long-term debt are as follows:

Year Ending June 30,	
2027	$ 40,279
2028	42,496
2029	44,836
2030	47,305
2031	49,910
Thereafter	2,404,338
Total	$ 2,629,164

NOTE 18 COMPONENT UNIT DISCLOSURES (CONTINUED)

F. Related-Party Transactions

The Foundation entered into an operating lease agreement effective November 18, 2009 with Glenville State University for the Alumni House, a 3,780 square feet building located at 213 North Court Street. The lease is receivable in annual installments of $1 and expires on June 30, 2049.

The Foundation entered into an operating lease agreement effective July 1, 2013 with the Glenville State University Board of Governors for 2.74 acres of a 76.2 acre tract. The lease is receivable in annual installments of $1 and expires on September 30, 2054.

The Foundation entered into a lease agreement effective July 1, 2013 with Glenville State University Board of Governors for 9,000 square feet on the first floor and 18,000 square feet of the second floor of the Waco Center's Building A. The lease is receivable in annual installments of $1 and expires on September 30, 2054 at which time the lease provides for the transfer of ownership of Building A to the University.

The Foundation entered into a line of credit agreement effective May 15, 2019 with Glenville State University for up to $1,000,000. The line of credit has an interest rate of 4% per annum. As of June 30, 2026 and 2025, the University owed the Foundation $1,000,000 plus $10,440 of accrued interest and $-0-, respectively, on this line of credit.

As of June 30, 2026 and 2025, the University owed the Foundation $397,735 and $336,131, respectively, for reimbursements on general operating expenses. As of June 30, 2026 and 2025, the Foundation owed the University $-0- and $1,026,204, respectively, for contributions made prior to year-end.

G. Endowment Funds

Change in endowment net assets for the years ended June 30 are as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Funds - June 30, 2024	$ 418,034	$ 19,264,870	$ 19,682,904
Bequest and Contributions	-	1,343,970	1,343,970
Investment Return	50,850	2,443,597	2,494,447
Expenditures	(5,073)	(871,606)	(876,679)
Change to Endowment	-	55,000	55,000
Endowment Funds - June 30, 2025	463,811	22,235,831	22,699,642
Bequest and Contributions	-	548,468	548,468
Investment Return	69,694	3,387,027	3,456,721
Expenditures	(5,645)	(942,696)	(948,341)
Change to Endowment	(10,000)	(358)	(10,358)
Endowment Funds - June 30, 2026	$ 517,860	$ 25,228,272	$ 25,746,132

GLENVILLE STATE UNIVERSITY
SCHEDULE OF PROPORTIONATE SHARE OF NET PENSION LIABILITY
LAST TEN FISCAL YEARS

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
University's Proportionate Share as a Percentage of Net Pension Liability	0.001479 %	0.005596 %	0.005941 %	0.014922 %	0.020193 %	0.023529 %	0.024200 %	0.030098 %	0.045449 %	0.039778 %
University's Proportionate Share	$ 19,220	$ 105,595	$ 136,014	$ 383,804	$ 315,572	$ 757,855	$ 719,991	$ 939,737	$ 1,570,250	$ 1,634,806
State's Proportionate Share	30,862	174,624	277,761	855,035	705,562	1,646,732	1,738,186	2,434,910	3,472,445	3,113,871
Total Proportionate Share	$ 50,082	$ 280,219	$ 413,775	$ 1,238,839	$ 1,021,134	$ 2,404,587	$ 2,458,177	$ 3,374,647	$ 5,042,695	$ 4,748,677
University's Covered Employee Payroll	$ 39,977	$ 38,238	$ 141,480	$ 208,261	$ 423,045	$ 584,406	$ 650,657	$ 700,282	$ 921,675	$ 907,360
University's Proportionate Share as a Percentage of Covered Payroll	48 %	276 %	96 %	184 %	75 %	130 %	111 %	134 %	170 %	180 %
University's Plan Fiduciary Net Position as a Percentage of Total Pension Liability	89.27 %	84.24 %	80.42 %	77.78 %	86.38 %	70.89 %	72.64 %	71.20 %	67.85 %	65.57 %

There are no factors that affect trends in the amounts reported, such as a change of benefit terms or assumptions. Information, if necessary, can be obtained from the CPRB Annual Comprehensive Financial Report.

GLENVILLE STATE UNIVERSITY
SCHEDULE OF EMPLOYER PENSION CONTRIBUTIONS
LAST TEN FISCAL YEARS

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Actuarially Determined Contribution	$ 6,610	$ 24,995	$ 26,884	$ 72,076	$ 84,273	$ 109,138	$ 104,835	$ 133,576	$ 188,148	$ 166,922
Actual Contribution	6,610	24,995	26,884	72,076	84,273	109,138	104,835	133,576	188,146	154,213
Contribution Deficiency (Excess)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 2	$ 12,709
Covered Payroll	$ 39,977	$ 38,238	$ 141,480	$ 208,261	$ 423,045	$ 584,406	$ 650,657	$ 700,282	$ 921,675	$ 907,360
Actual Contribution as a Percentage of Covered Payroll	16.53 %	65.37 %	19.00 %	34.61 %	19.92 %	18.68 %	16.11 %	19.07 %	20.41 %	17.00 %

GLENVILLE STATE UNIVERSITY
SCHEDULE OF PROPORTIONATE SHARE OF NET OPEB LIABILITY
LAST TEN FISCAL YEARS*

	2025	2024	2023	2022	2021	2020	2019	2018	2017
University's Proportionate Share as a Percentage of Net OPEB Liability	0.14417717 %	0.07944718 %	0.16380793 %	0.16436527 %	0.18350980 %	0.17736108 %	0.18129702 %	0.18746617 %	0.17441669 %
University's Proportionate Share	$ 135,965	$ (33,079)	$ (259,225)	$ 182,937	$ (54,566)	$ 783,389	$ 3,007,958	$ 4,021,967	$ 4,288,887
State's Proportionate Share	107,870	(103,897)	(110,645)	62,667	(10,744)	173,220	615,562	831,233	880,942
Total Proportionate Share	$ 243,835	$ (136,976)	$ (369,870)	$ 245,604	$ (65,310)	$ 956,609	$ 3,623,520	$ 4,853,200	$ 5,169,829
University's Covered Employee Payroll	$ 2,084,257	$ 1,196,164	$ 2,530,988	$ 2,583,424	$ 3,778,891	$ 3,037,569	$ 3,490,320	$ 3,844,357	$ 3,835,528
University's Proportionate Share as a Percentage of Covered Payroll	6.52 %	(2.77)%	(10.24)%	7.08 %	(1.44)%	25.79 %	86.18 %	104.62 %	111.82 %
University's Plan Fiduciary Net Position as a Percentage of Total OPEB Liability	95.76 %	102.19 %	109.66 %	93.59 %	101.81 %	73.49 %	39.69 %	30.98 %	25.10 %

There are no factors that affect trends in the amounts reported, such as a change of benefit terms or assumptions. With only nine years reported in the required supplementary information, there is no additional information to include in notes. Information, if necessary, can be obtained from the West Virginia Retiree Benefit Health Benefit Trust Fund Audited Schedules of Employer Other Postemployment Benefits Allocations and Other Postemployments Benefits Amounts by Employer.

* These schedules are intended to show information for 10 years. Additional years will be displayed as they become available.

GLENVILLE STATE UNIVERSITY
SCHEDULE OF EMPLOYER OPEB CONTRIBUTIONS
LAST TEN FISCAL YEARS*

	2025	2024	2023	2022	2021	2020	2019	2018	2017
Actuarially Determined Contribution	$ 97,772	$ 31,423	$ 164,275	$ 193,253	$ 326,238	$ 334,645	$ 373,523	$ 373,889	$ 358,249
Actual Contribution	97,772	31,423	164,275	193,253	326,238	334,645	373,523	373,889	358,249
Contribution Deficiency	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Covered Employee Payroll	$ 2,084,257	$ 1,196,164	$ 2,530,988	$ 2,583,424	$ 3,778,891	$ 3,037,569	$ 3,490,320	$ 3,844,357	$ 3,835,528
Actual Contribution as a Percentage of Covered Employee Payroll	4.69 %	2.63 %	6.49 %	7.48 %	8.63 %	11.02 %	10.70 %	9.73 %	9.34 %

* These schedules are intended to show information for 10 years. Additional years will be displayed as they become available.

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INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

Board of Governors
Glenville State University
Glenville, West Virginia

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities of Glenville State University (the University), a component unit of the West Virginia Higher Education Fund, as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 14, 2026. Our report includes a reference to other auditors who audited the financial statements of the Glenville State University Foundation, Inc. as described in our report on the University's financial statements. The financial statements of the Glenville State University Foundation, Inc. were not audited in accordance with *Government Auditing Standards*.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We identified certain deficiencies in internal control, described in the accompanying schedule of findings and responses as items 2026-001 and 2026-002 that we consider to be material weaknesses.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Glenville State University's Response to Findings

Government Auditing Standards requires the auditor to perform limited procedures on the University's responses to the findings identified in our audit and described in the accompanying schedule of findings and responses. The University's responses were not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the responses.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

King of Prussia, Pennsylvania
October 14, 2026

2026-001

Type of Finding: Material Weakness in Internal Control over Financial Reporting

Condition: Management is unable to provide a complete trial balance from the Oasis system and has to post manual entries to capture certain financial activity not recorded in the general ledger.

Criteria or Specific Requirement: Management's responsibilities include exercising oversight responsibility for significant financial reporting processes, including controls over procedures used to enter transaction totals into the general ledger; initiate, authorize, record and process journal entries into the general ledger; record recurring and nonrecurring adjustments to the financial statements and safeguarding University assets. Internal controls should be in place to provide reasonable assurance that financial statements are prepared in accordance with U.S. GAAP.

Effect: By not recording all transactions in one general ledger system, there is an increased likelihood that transactions could be incorrectly omitted from the general ledger.

Cause: Management should ensure all financial activity is under the control of the general ledger.

Recommendation: We recommend the University evaluate its process for capturing all financial activity in the general ledger.

Repeat Finding: This is a repeat finding (2025-001).

Views of Responsible Officials and Planned Corrective Actions: Management agrees with the finding and will evaluate their process for capturing all financial activity in the general ledger.

2026-002

Type of Finding: Material Weakness in Internal Control over Financial Reporting

Condition: Adjustments were needed to capital assets, accounts payable and expense accounts for construction-related activity.

Criteria or Specific Requirement: Management has the responsibility for the accounting treatment of capital asset expenditures. Internal controls should be in place to provide reasonable assurance that financial statements are prepared in accordance with U.S. GAAP.

Effect: By not recording certain construction-related activity correctly, and detecting and correcting them timely, the change in net position for the year ended June 30, 2026 was understated by approximately $3,183,000.

Cause: On a periodic basis, management should review and reconcile capital accounts to ensure that all construction-related expenditures get properly recorded.

Recommendation: We recommend that the University evaluate its process for reviewing capital expenditures on construction projects to ensure proper classification.

Repeat Finding: This is a repeat finding (2025-002).

Views of Responsible Officials and Planned Corrective Actions: Management agrees with the finding and will evaluate their process for accounting for construction-related costs in accordance with U.S. GAAP.

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Submitted by: *Jesse Skiles, Director of Athletics*

FALL SPORTS UPDATE

- Our Men's Golf team captured their first league title in 31 years, defeating runner-up Wheeling at MEC Championships on October 5-7. A week later our Women's team finished a strong runner-up. As a result of these two performances, Glenville is in the lead for the Commissioner's Cup with two sports in the book for FY27.

- We had the MEC Player of the Year on both sides; Fermin Perez for the Men, and Elaina Seeley for the Women.

- Glenville Soccer is currently 8-5 in the league, and second in the Southern Division, while the Volleyball team is 12-11 overall. Football is a 1-6, and preparing the final stretch which includes three home games in the final four weeks. Cross Country has their Women's team regionally ranked, and runner Natalie Barr is nationally ranked. The MEC Championships will be November 7th.

- Boxing has their annual War in the Waco scheduled for November 14. Coach Chapman has indicated he is expecting between 12-15 bouts.

WINTER SPORTS PREVIEW

- Our National Power Wrestling program enters the campaign as the #1 ranked team in the preseason poll. After finishing 7th last year, they have added some strong transfers to a deep roster.

- Men's Basketball was picked 2nd in the preseason poll, and the Women were picked third. The Indoor Track polls will be released at the conclusion of Cross-Country Season.

NCAA & MEC UPDATES

- Shawnee St. of Ohio is now a full MEC member. Several of our teams have competed against them already this Spring.

- The NCAA has passed the Five-Year Eligibility model, and will go into effect in the next academic year. The Protect College Sports Act is now in Congress, and if passed, will eliminate multiple transfers within four-year schools.

"SAVE THE DATE" EVENTS

- We will be hosting the Pioneer Derby on Friday, October 30th, followed by our home 16-team Wrestling Open on November. The War in the Waco is set for November 14th , followed by our Annual Kids' Day Basketball game on November 20th.

Glenville State University Board of Governors
Meeting of October 28, 2026

ACTION ITEM:	Final Draft Board Policies
COMMITTEE:	Board Governance and Human Resources
RECOMMENDED RESOLUTION:	Be it RESOLVED that the Board of Governors approves the proposed Board final draft policies for final filing with the Higher Education Policy Commission if no comments are received after the thirty-day comment period.
STAFF MEMBER:	Ms. Teresa Sterns, Chief of Staff/Executive Assistant to the President

BACKGROUND:

Higher Education Policy Commission Series 4 requires that Glenville State University Board of Governors follow a series of steps for the adoption, amendment, or repeal of any rule, guideline or policy statement with institution-wide effect.

Draft policies were submitted to the constituent groups (WV HEPC Chancellor, Faculty Senate, Staff Council, and Student Government Association) for invited comments or suggested revisions. The draft policies were also posted on the University's website from August 19, 2026 – Sept. 4, 2026 and Sept. 24, 2026 – Oct. 12, 2026 for and informal public comment period. All suggested revisions/comments are attached.

In compliance with Series 4, the Board must approve final draft policies/rules and submit these for comment for a period of thirty (30) days. If approved, the current final draft policies will be submitted for the thirty (30) day public comment period. If comments are received during the thirty (30) day comment period, the policies will be brought back to the Board with any revisions for final approval within ten (10) days prior to the next regularly scheduled Board meeting. In the event no comments are received during the thirty (30) day comment period, the policies will be forwarded to the Higher Education Policy Commission for final approval.

Final Draft Policies are attached: GSU Policies 5, 8, 16, 45A

GLENVILLE STATE UNIVERSITY POLICIES

ADMINISTRATIVE POLICY 5

USE OF INSTITUTIONAL FACILITIES

5.1. General.

1.1. Scope - This rule governs use of institutional facilities by persons or groups.

1.2. Authority - W. Va. Code §18B-1-6

1.3. Effective Date - ~~April 21, 2020~~

1.4. Revision of Former Policy -Repeals and replaces Title 131, Series 55 of the Board of Directors of the State University System and Glenville State University Policy 5 – Policies on Use of Institutional Facilities [2003].

5.2. Policy Introduction.

2.1. Facilities of Glenville State University are intended for use in the conduct of its educational programs. As such, first priority for the use of facilities will be given to the academic, administrative and student functions.

2.2. In its many aspects of service to the public, the Board of Governors also recognizes the need and permits the use of facilities which may provide benefits otherwise not available in the community. Consideration of requests from campus and off-campus groups will be guided by the following policy statements.

5.3. By Off-Campus Groups or Individuals (Nonstate Employee).

3.1. It is the policy of the Board of Governors to permit the use of facilities by the general community in a manner which does not compete with the ongoing programs of the University. The community use of a University facility must have an educational or cultural purpose and must have a campus sponsor. The facilities that will be made available to noncampus groups will tend to be of a nature which is unique in the community.

3.2. Use of campus facilities by noncampus individuals or organizations will be permitted within the following guidelines:

~~(a)~~3.2.1. Facilities and support services will be made available only to the extent that their proposed use is not in conflict with the regular programs of the University;

~~(b)~~3.2.2. The nature of the activities of the noncampus users shall not be potentially physically disruptive of the campus. For instance, local noise ordinances must be obeyed. While this policy may not be construed to preclude use of facilities based on political philosophy, race,

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religion, or creed of the sponsor, the nature of the activities to be conducted on the campus shall not be illegal under the Constitution or laws of the State of West Virginia or the United States;

~~(c)~~3.2.3. A standard rental/lease agreement accompanied by evidence of such insurance protection as may be required to adequately protect the University shall be executed by the campus sponsor and also be signed by a responsible officer of the noncampus organization desiring to use a campus facility;

~~(d)~~3.2.4. All charges assessed for the use of campus facilities shall be sufficient at least to cover all identifiable costs of both a direct and indirect nature except that charges for indirect costs may be waived at the discretion of the University for nonprofit organizations and/or public bodies of the State of West Virginia, such as county school systems, etc. All charges must be reasonable, charged equally to all similar groups, and be published in advance. In turn, such groups using campus facilities may charge admission, but only for the purpose of covering the direct and indirect cost of the sponsored activities. All surplus revenue derived from the conduct of an event will accrue to the benefit of the University, except for public or nonprofit groups for which this provision may be waived. An exception to the surplus revenue provision may be granted for certain programs offered during the summer months where the activity generates significant revenues to the housing and dining accounts of the University.

5.4. By Campus Groups for Nontraditional Programs (State Employee).

4.1. To encourage the use of University facilities, it shall be the Board's policy to permit its facilities to be made available for use by recognized campus units to conduct educational or cultural programs, including youth camps, for which fees are charged and from which staff members may be paid beyond their regular annual salary. The following guidelines will apply for these activities:

~~(a~~4.1.1.~~)~~ Faculty and staff members who conduct nontraditional programs may be compensated on the basis of the number of attendees, hours worked, or percentage of net revenue. The conditions for such payments are that:

~~(a)~~4.1.1.1. extra compensation for the activity be paid from funds other than state appropriations; and

~~(b)~~4.1.1.2. the amount of combined nontraditional and consulting activity for which additional compensation is received is consistent with University policy and, where twelve (12) month employees are involved, annual leave is taken. The president or his designee will be responsible for approval of employees' participating in programs covered by this policy and for maintenance of employees' records of annual leave and/or consulting time;

~~(b)~~4.1.2. All revenues from these programs shall be deposited into an appropriate state revenue account. Charges for special services provided by the University may be deducted from

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revenues; however, the University may require that a deposit be made in advance for such services;

(c) A formal agreement shall be developed and signed by an authorized representative of the group or unit responsible for the program and the president or his designee. Said agreement shall establish the responsibilities of the University and the sponsor, including detailed financial obligations to the University from revenues. All agreements must ensure that the University will receive reimbursement for all identifiable direct and indirect costs;

~~(d)~~4.1.3. Programs must be sponsored by the University. The name to be used for the program is left to the discretion of the president;

~~(e)~~4.1.4. All personnel receiving compensation for involvement in the programs must be paid on a regular state payroll or a standard ~~48 or 48-A~~WV-48 service agreement, as prescribed by the original contract agreement;

~~(f)~~4.1.5. All publicity must indicate that checks for payment of fees are to be made payable to Glenville State University and not to an individual or outside organization;

~~(g)~~4.1.6. Adequate insurance must be underwritten by the sponsors of the program.

5.5. Selling of Articles on University Campuses.

5.1. All solicitation and selling of products and articles upon property under the jurisdiction of the Board of Governors is prohibited except by organizations and groups directly connected with the University and upon written approval of the president or his/her designee.

5.6. General.

6.1. The president shall designate the administrator(s) of this policy. A standard rental/lease agreement approved by the Board of Governors or its representative shall be used, along with any other forms needed to execute this policy.

6.2. It is not the intent of this policy to cover noncredit instruction offerings.

5.7. Facility Usage Requests.

7.1. All facility usage requests shall adhere to this policy and submit requests to the Physical Plant. The request to use a facility, building, or other space on campus and the facility rental rates schedule may be accessed at https://www.glenville.edu/physical-plant.

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GLENVILLE STATE UNIVERSITY POLICIES

ADMINISTRATIVE POLICY 8

REGULATING SPEED, FLOW & PARKING OF VEHICLES ON CAMPUS

8.1. General

1.1. Scope - This policy establishes Glenville State University procedures for governing the speed, flow and parking of motor vehicles on the Glenville State University campus. This policy is designed to ensure the orderly flow and parking of vehicles used by faculty, staff, students, visitors, and the general public to safeguard pedestrians; to accommodate persons with disabilities; and to ensure access to all buildings by service and emergency personnel.

1.2. Authority -W. Va. Code §18B-4-6

1.3. Effective Date – ~~April 21, 2020~~

1.4. Revision of Former Policy – Repeals and replaces Glenville State University Policy 8 – Regulating Speed, Flow & Parking of Vehicles on Campus [2015][2020].

8.2. General Statements

2.1. All motor vehicles operating or parking on the campus of Glenville State University are subject to this policy, to state laws and local ordinances, where applicable, . Any vehicle parked on campus is required to have, affixed for display, the appropriate parking permit, with the exception of visitors parked in marked visitors' parking areas. The operator, the assigned holder of parking permit or the registered owner will be held responsible for any violation involving that vehicle.

2.2. Glenville State University assumes no responsibility for damage to or theft of any vehicle or its contents at any time while the vehicle is on campus.

2.3. The responsibility for finding a legal parking space rests with the vehicle's operator. A permit authorizes the individual to park in available designated parking spaces on campus; it does not guarantee a place to park. Unavailability of a space is not considered a valid excuse for violation of this policy.

2.3. Parking permits are administered and regulated by GSU's Department of Public Safety.

8.3. Parking Permits & Vehicle Registration

3.1. Parking space on campus is limited; therefore all parking spaces may be used only by those displaying a valid parking permit or visitor's temporary parking pass.

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3.2. All students, faculty and staff, including part-time, temporary, and casual employees who park on campus between the hours of 7:00 a.m. and 5:00 p.m. weekdays, must purchase a parking permit.

3.3. Individual permit holders may park one vehicle on campus at a time. To purchase a permit, the individual must first complete the online registration process at https://portal.permitsales.net/driverportal/GSU/login.

3.4. Improper lending, transferring or reproducing of a campus parking permit is prohibited and vehicles displaying such permits will be ticketed the same as vehicles without a valid permit.

3.5. Individuals who have outstanding tickets for previous vehicular violations on campus may not be permitted to register any vehicle or obtain a parking permit until the obligation has been paid.

3.6. Permits must be purchased and displayed by the end of the first week following the beginning of each semester. Should a parking permit be lost or stolen, it shall be the individual's responsibility to notify the Glenville State University Department of Public Safety and obtain a new permit before parking on campus.

3.7. Regardless of the date purchased, parking permits expire July 31st of each year.

3.8. Reserved parking space sales are limited to Glenville State University employees. Individuals who are not GSU employees must submit a waiver request to Public Safety or the Physical Plant for consideration.

3.9. Current reserved parking permit holders who are not GSU employees as of the effective date of this policy will be grandfathered in and may continue to maintain their reserved permits.

3.10. Undergraduate and graduate students are not eligible to purchase reserved parking permits.

3.~~8~~11. Individuals purchasing a reserved parking space will be issued a parking permit bearing the specific number of the space. These spaces are numbered, clearly marked, and are reserved for the authorized vehicles weekdays from 7:00 a.m. until 5:00 p.m. unless noted on the sign. Permit holders will be notified of special circumstances that require the space to be vacated.

3.~~9~~12. Visitors may be issued a temporary parking pass by Public Safety, valid for short-term periods, typically one day if a visitor utilizes a parking area not designated as a visitor space during weekdays from 7:00 a.m. – 5:00 p.m..

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3.~~10~~13. Accessible parking permits will be issued for employees or students who have disabilities. Only vehicles bearing both the state required handicap identification or University issued Accessible Identification and the Glenville State University parking pass may park in designated special needs spaces.

3.~~11~~14. The President of Glenville State University may authorize special parking permits

8.4. Designated Campus Parking Areas

4.1. Parking on the Glenville State University campus requires the appropriate parking permit.

4.2 Restricted Parking Areas

* Reserved parking spaces
* Areas designated for first year residence hall students parking
* Areas designated for Pioneer Village students parking
* Areas designated for Riverfront student parking
* Areas designated for Commuter students overflow parking
* Loading zones
* Areas designated for Accessible Parking
* Areas reserved for Glenville State University vehicles or other designated vehicles
* Areas designated for motorcycles

4.3. Prohibited Parking Areas

* Areas having a yellow or red curb line or stripes
* Areas with diagonal stripes
* Areas where parking blocks the free flow of traffic
* Along roadways and in parking lots that do not have parallel parking lines, unless specifically authorized by Public Safety
* Areas that have been closed off by signs, barricades, cones, or caution tape.

8.5. Speed & Flow of Vehicles on Campus

5.1. All West Virginia traffic laws and regulations will be enforced on, streets that run through and adjacent to Glenville State University, and on any University owned property including parking lots. Vehicle operators are required, by West Virginia Code, Chapter 17C, to obey all posted traffic regulatory signs and highway markings, such as pedestrian crosswalk lanes, at all times.

5.2. Bicycle riders are required to adhere to the same traffic laws and regulations as motor vehicle operators.

5.3. The posted traffic speed on Linn Street, beginning at the University's North Entrance and ending at the top of the hill adjacent to the Physical Education building is 25 miles per hour.

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5.4. The posted traffic speed on Pioneer Way, High Street, and in parking lots located on the Glenville State University campus is 15 miles per hour.

5.5. When using marked crosswalks, pedestrians will have the right of way.

5.6. Traffic will yield to emergency vehicles responding to an emergency situation.

5.7. One-way streets are properly marked and the traffic will travel in the indicated direction. Exceptions will be made for authorized vehicles that are properly escorted and emergency vehicles that are responding to an emergency situation.

5.8. When Officer(s) are directing traffic, those Officer(s) become the regulatory focus and their presence supersedes the posted regulatory signs and markings.

5.9. All vehicle operators are required to operate their vehicles in a prudent and responsible manner at all times and comply with all posted signs regulating speed and flow of vehicles on campus.

5.10. First year students residing in Goodwin Hall will be required to park their vehicle in parking Lot M ("Waco Center Lot"). During special events, students may be required to remove their vehicles from parking Lot M or relocate their vehicle in another area of Lot M as directed. Students will be given a forty-eight hour notice unless special circumstances prevent the notification.

5.11. Students residing in Pioneer Village will be required to park their vehicle in parking Lot M ("Waco Center Lot") or parking Lot K ("The Pit"). During special events, students may be required to remove their vehicles from parking Lot M or relocate their vehicle in another area of Lot M as directed. Students will be given a forty-eight hour notice unless special circumstances exist.

5.12. The parking regulations within this policy do not apply to state-owned vehicles or to commercial vehicles owned by businesses conducting business with the University provided that the vehicles are parked in an authorized parking space and are engaged in business with the University.

8.6. Violations & Fines

6.1. Glenville State University officials have the authority to issue parking and traffic citations, to tow or immobilize a vehicle and/or to collect a fine for any violation of these regulations. Citations will be issued and vehicles may be towed or immobilized for the following violations:

* Speeding or otherwise driving in a reckless manner
* Failure to stop, yield or obey other traffic signs
* Failure to yield to pedestrians
* Failure to display a valid parking permit or visitor's pass
* Failure to park within the marked space

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* Parking in an area other than a designated parking area
* Parking or driving on sidewalks, grass or landscaped areas
* Unauthorized parking in reserved parking spaces
* Unauthorized parking in spaces reserved for visitors
* Unauthorized parking in spaces reserved for those with special needs, or blocking wheelchair access to sidewalks and/or ramps
* Failure to move a vehicle when requested to do so by University officials for snow removal, special events, or for emergencies (In the event vehicles are requested to be moved for snow removal, a cleared lot will be designated for students to park. If students are unable to move vehicles due to weather conditions or class schedule, the student will not be towed unless the location of the vehicle poses a safety hazard to persons or other vehicles.)
* Blocking fire lanes, loading zones, other vehicles, roadways, fire hydrants, entrances to buildings, or parking in a marked exclusion zone
* Driving a vehicle into any area that has been closed off by signs, barricades, cones, or caution tape
* Violations specified in WV Code, Chapter 17
* Other flagrant violations that endanger people or property

6.2. Towed vehicles will be transported off campus and stored by the towing agency. Glenville State University will not be held responsible for damage to the towed vehicle or the contents thereof. The fines must be paid to the University and towing costs to the towing agent before the vehicle will be released. Once the tow truck has been summoned, the owner of the vehicle is responsible for the towing charge.

6.3. A ticket may be issued for multiple violations, each of which carries a separate fine. A fee will be charged for the removal of an immobilization device.

6.4. Fees will be set by the Board of Governors. The total fine for the violation(s) must be paid within ten (10) University business days from the date of issue .

6.5. A hold will be placed on the records and grades of students who do not pay their fines and will remain in effect until the student pays the obligation.

6.6. Individuals who have outstanding tickets and fail or refuse to pay the prescribed fines will have their parking privileges revoked and will not be permitted to obtain a parking permit until the obligation has been paid.

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GLENVILLE STATE UNIVERSITY POLICIES

PERSONNEL POLICY 16

HUMAN RESOURCES ADMINISTRATION

16.1. General

1.1. Scope – This Policy established procedures related to West Virginia Code §6C and §18B.

1.2. Authority – The Fair Labor Standards Act of 1938, as amended 29 U.S.C. 201, et seq.; W. Va. Code §§ 6C-2-1, et seq., 18B-1-6, 18B-2A-4, 18B-6-3(f), 18B-6-6(f), 18B-7-10; and 18B-9A-2.

1.3. Effective Date – ~~April 21, 2020~~

1.4. Revision of Former Policy – Repeals and replaces Title 131, Series 31 of the Board of Directors of the State University System, Glenville State University Policy 16 - Classified Employees [2005], Glenville State University Policy 22 - Personnel Administration [2005], Glenville State University Policy 25C - Recruitment and Hiring [2010], Glenville State University Policy 16 – Human Resources Administration [2018][2020]. Modifies Sections 4.1 and 5.1.1 of Glenville State University Policy 19 - Staff Development [2004][2018] and section 3.2 of Glenville State University Policy 17- Annual Leave, Sick Leave, Military Leave and Other Leaves [2003][2020].

16.2. Purpose and Applicability

2.1. Glenville State University (sometimes "GSU" or "University") seeks to administer a fair and flexible compensation program for employees that allows the University to attract, retain, and motivate high performing employees.

2.2. The purpose of this policy is to set forth the guiding principles for establishing human resource practices for all GSU faculty and staff as defined herein and covers other employment practices required by state law. This policy applies to all GSU employees unless stated otherwise. Specific application to various job types may be limited by each section below.

16.3. Definitions

3.1. "Academic Administrator" means an exempt employee who performs administrative duties that support the academic mission of the institution. Academic administrator appointments are non-classified, at-will appointments. Academic administrator compensation is not governed by the West Virginia Higher Education Compensation Management Program; compensation is determined at the discretion of the President.

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3.2. "Athletic Appointment Employee" means an exempt employee whose primary duties are instructing student athletes in the rules and fundamentals of their respective sports and/or strength and conditioning. Athletic appointments are non-classified, at-will positions and include Head Coaches, Assistant Coaches, and/or any other title as determined by the President. Compensation for athletic appointments is not governed by the West Virginia Higher Education Compensation Management Program; compensation is determined at the discretion of the President~~.~~ in accordance with Glenville State University Board of Governors Policy 24, Faculty Salaries.

~~3.2.~~3.3. "Casual Employee" means a position created to meet business needs for no more than 450 hours in a twelve-month period. Individuals in a casual employee position are not eligible for benefits.

3.4. "Compression" means the situation encountered when a new employee enters into the organization at or above the pay of someone who is currently in the same role in the organization. It can also exist when you have two jobs in the same job family with someone in the "lower" job earning more than the person in the "higher" job. There are some families in which this may make sense such as software development where a senior developer may appropriately earn more in base than a manager of the function. (West Virginia Higher Education Policy Commission (WVHEPC) and West Virginia Council for Community and Technical College Education, *Salary Administration Guidelines, Employee Classification and Compensation Program*, September 1, 2017, p. 24)

3.4~~5~~."Essential Employee" means an employee in a position who may be required to remain at their work location or to report to work to protect, recover and continue operations when the University is faced with an institutional emergency.

3.~~5~~6. "Executive Level Employee" typically means exempt employees employed in Vice President, Executive Director, and/or the Athletic Director positions, ~~-~~but may include any position designated as executive level by the President and not otherwise covered by the West Virginia Higher Education Compensation Management Program. Job titles, job duties, and compensation for executive level employees/positions are determined at the discretion of the President or designee. Employees holding executive level positions are non-classified, at-will employees. Executive level employees are expected to report to work during regular business hours Monday through Friday.

~~3.3.~~3.7."Faculty Employee" "Faculty Members~~.~~" and "Faculty" ~~members are~~mean employees appointed at the discretion of the President or designee to support the academic mission of the institution, via teaching, research, public service, and or academic administration. Faculty employee positions excepting academic administrator positions, are typically all classifications as defined by Glenville State University Board of Governors Policy 18 ("BOG Policy 18") and West Virginia Higher Education Policy Commission Series 9 ("Series 9").

~~3.4.~~3.8."Faculty Senate" means an elected council of faculty employees that advises the

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President on matters pertaining to faculty employee concerns and is comprised of the officers and the elected constituency representatives.

3.9.“Full Time Equivalency” (FTE) means the percentage of time for which a staff position is established, with a full-time position working 1,950 hours per year being 1.00 FTE.

3.9.1 “Full-time regular” is a designation that is used to determine benefits and payroll eligibility. A Full-Time Regular Employee is any employee in a position created to last a minimum of nine months of a twelve-month period and in which such employee is expected to work no less than 1,040 hours during said period. The full-time equivalent (FTE) of such a position must be reported at no less than .53 FTE. Such an employee is eligible for all applicable benefits of a full-time regular employee, subject to the qualifying conditions of each benefit. Such benefits shall be prorated in relation to a 1.00 FTE.

3.9.2 Part-Time Regular Employee. An employee in a position created to last less than 1,040 hours during a twelve-month period. Part-time regular positions typically continue from one fiscal year to another. An employee in a part-time regular position is not eligible for benefits.

~~3.5.~~

3.10.“Information Technology Related Employee” means an employee whose primary responsibility is supporting information technology functions, as determined by the President or his/her designee. Information Technology related employees are non-classified, at-will employees.

3.11. “Job Family” means a series of job titles in an occupational area or group.

~~3.6.~~ 3.12.“Non-classified Employee.” West Virginia Code § 18B-9A-2(11) defines “non-classified employee” as an employee of an organization who meets one or more of the following criteria:

~~3.6.1.~~ 3.12.1.Holds a direct policy-making position at the department or organization level;

3.~~9~~12.2. Reports directly to the president or chief executive officer of the organization;

~~3.9.3.~~ 3.12.3.Is in a position considered by the president or designee to be critical to the institution pursuant to policies or decisions adopted by the governing board;

~~3.9.4.~~ 3.12.4.Is in an information technology-related position;

~~3.9.5.~~ 3.12.5.Is hired after July 1, 2017, and meets the duties test for exempt status under the provisions of the Fair Labor Standards Act at the time of hire or anytime thereafter; or

3.~~9~~12.6. Was in a non-classified position as of January 1, 2017.

GSU considers all employee positions to be critical to the institution. ~~Therefore, a~~All staff positions (i.e., all employees not employed in faculty positions) are non-classified. While critical to daily operations, a non-classified employee may or may not be deemed essential to report for duty in emergencies or other special situations as identified by the President or his/her designee.

~~3.7.~~ 3.13.~~.~~"Student Employee." An employee enrolled at the institution as a student and whose primary purpose for being at the institution is to obtain an education. The employee category of "student employee" is for students who work at the institution in jobs or positions that are solely available to students enrolled at the institution, as opposed to the general public. When the student worker is no longer enrolled he/she is no longer eligible to work in the student worker position. A student employee is not eligible for benefits.

~~3.8.~~ ~~3.12. "Staff, Staff Member or Staff Employee" means any employee not employed in a faculty, academic administrator, executive level, or athletic appointment position. Staff are not eligible for salary increases until after six months of employment.~~

~~3.9.~~ 3.14."Staff Council" means an elected council of staff employees that advises the President on matters pertaining to staff concerns, and is comprised of the officers of the ~~staff~~Staff Council, the staff Board of governors elected representative, the state advisory representative, and the elected constituency representatives.

3.15. Student Employee. An employee enrolled at the institution as a student and whose primary purpose for being at the institution is to obtain an education. The employee category of "student employee" is for students who work at the institution in jobs or positions that are solely available to students enrolled at the institution, as opposed to the general public. When the student worker is no longer enrolled he/she is no longer eligible to work in the student worker position. A student employee is not eligible for benefits.

3.16. "Temporary Employee" means an employee hired into a position expected to last fewer than nine months of a twelve-month period. Temporary employees may be part-time temporary or full-time temporary. A temporary employee is not eligible for benefits.

This list is not exhaustive. Other relevant terms are defined in other sections of this policy.

16.4. Delegation of General Administration of Human Resources Practices to President

4.1. To enable GSU to function in a proper and expeditious manner and to advance GSU's mission and objectives, the GSU Board of Governors delegates to the President the following authority:

4.1.1. To administer a system for all personnel matters, including but not limited to, hiring, promotions, demotions, transfers, compensation and benefits administration, discipline, performance management, alternative dispute resolution, and dismissal.

4.1.2. To contract for supplemental health and welfare benefit and retirement plans for

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any or all employees in addition to the benefits the employees otherwise receive. Provided that if the supplemental employee benefit program incurs expense to GSU, the President shall first obtain approval from the GSU Board of Governors.

4.1.3. To adopt additional human resources internal procedures to effectuate the implementation of this policy or in the furtherance of any other authority that the Board of Governors has specifically delegated to the President pursuant to this policy. Any actions taken pursuant to this delegation must be consistent with the guidelines provided by the policy. Procedures implemented in accordance with this section will be made available to employees in the Human Resources Office and online.

4.2. All human resources practices and procedures shall be consistent with federal and state law and any policy adopted by the GSU Board of Governors.

4.3. The President may delegate the authority granted in this or any other section of this policy as appropriate.

16.5. ~~Meetings on Human Resources Policies~~Staff Council and Faculty Senate Quarterly Meetings with the President

5.1. In compliance with W.Va. Code §18B-6-3(f) and §18B-6-6(f), ~~T~~the President or his/her designee of the institution shall meet at least quarterly with representatives of Staff Council and Faculty Senate to discuss the ~~implementation and effectiveness of any human resources policies.~~matters affecting faculty and staff and the effective and efficient management of the institution.

5.2. In compliance with W.Va. Code §18B-6-3(g) and §18B-6-6(g), the Board of Governors shall meet at least annually with the faculty senate and staff council respectively to discuss matters affecting faculty and the effective and efficient management of the institution.

~~5.1.~~5.3. Where appropriate, the President or his/her designee is encouraged to seek input from the University community, including, but not limited to, Staff Council and the Faculty Senate, regarding the development and implementation of internal human resource policies and procedures.

~~5.2. Where appropriate, the President or his/her designee shall make recommendations to the Board of Governors to address concerns or issues identified by Staff Council or Faculty Senate regarding the implementation and effectiveness of the human resources policies.~~

~~5.3. Where appropriate, the Human Resources Director is encouraged to seek input from all employees regarding the development and implementation of internal human resource procedures.~~

16.6. Part time and Temporary Employees.

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6.1. Pursuant to 133 CSR 55 &6.1 ~~Institutions~~ institutions are discouraged from hiring part-time employees solely to avoid the payment of benefits or in lieu of full-time employees.

16.7. Staff Job Classification and Compensation System

7.1. Attracting, retaining, and motivating a highly talented and committed workforce is vital to supporting GSU's unique missions and goals. Competitive pay is a key element in attracting, retaining, motivating and rewarding the type of employees needed to fulfill GSU's mission. The goal of GSU is to pay competitive salaries by using systems clearly communicated to employees and readily administered by managers. To further this goal, job classification and employee compensation for all staff employees/positions except for Executive Level and Athletic Appointment Employees at Glenville State University will be determined using the West Virginia Higher Education Compensation Management Program ("WVHEPC Compensation Program") as approved and/or modified and/or amended by the West Virginia Higher Education Policy Commission ("WVHEPC"), its supporting component documents and any procedural or legislative rules promulgated by the Commission to implement the Compensation Program. The Compensation Program supporting component documents as created by the WVHEPC include the following:

7.1.1. The "West Virginia Higher Education Compensation Philosophy" which outlines the goals, objectives, and strategies of the compensation management system;
7.1.2. The "West Virginia Higher Education Job Classification Guidelines" which assist human resources officers with determining the appropriate classification for jobs;
7.1.3. The "West Virginia Higher Education Employee Salary Schedule" consists of pay grades with pay range spreads and indicates the minimum, midpoint and maximum salary levels for each pay grade; and
7.1.4. The "West Virginia Higher Education Salary Administration Guidelines" which assist human resources officers and institutional administrators in making appropriate pay decisions in a variety of employment situations.

16.8. Compensation Adjustments and Performance Based Merit Increases

8.1. Higher education organizations may grant merit increases or implement pay for performance programs which are in accordance with state law and the West Virginia Higher Education Compensation Management Program Salary Administration Guidelines.

8.2. The Human Resources Director in consultation with the appropriate cabinet member is authorized to develop objective administrative procedures for making adjustments to all employee compensation and for performance-based merit increases that are consistent with the WVHEPC Compensation Program and this policy. All procedures will be approved by the President.

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16.9. Salary Compression Committee

~~8.2.~~

9.1. A standing committee of the University shall be established to review and make recommendations for employee salary adjustments annually to combat salary compression, inequity, and inversion. The standing committee shall include the following: Human Resources Director, Vice President of Finance & Administration/CFO/CPO, Faculty Senate President, Staff Council Chair, Board of Governors Faculty and Staff Representatives, one Faculty member at-large, and one Staff member at-large. Using agreed-upon metrics, this committee would create a list of employees warranting salary adjustments arranged from most-warranted to least-warranted. This standing committee will report to both Faculty Senate and Staff Council.

9.2. Recommendations for salary adjustments must include the following information:

9.2.1 Evidence-based recommendation for the salary adjustment

9.2.2 The anticipated cost for adjusting the salary

9.2.3 Description of the methodology for adjusting the salary

9.2.4 The effective date for implementing the salary adjustment

9.3. The standing committee recommendations shall be forwarded to the Human Resources Director. The Human Resources Director shall consult with the VP for -Finance & Administration/CFO/CPO to determine the viability of the recommendation. The Human Resources Director shall then forward the recommendations to the President, along with the feedback from the VP for Finance & Administration/CFO/CPO, for the President's consideration. The President may accept some, all, or none of the recommendations, including as any such recommendations may be modified by the President based on his/her judgement. The President is not obligated to ~~to~~ implement any recommendations provided by the standing committee. The President is responsible for making all final employee salary adjustment decisions.

9.4. Employees may submit a written request for an internal equity salary adjustment to the committee. An internal equity adjustment refers to a compensation adjustment made to make an employee's pay when compared with that of other employees who have comparable education and comparable work experience, and who hold similar positions in the same classification. The purpose of an internal equity adjustment is to facilitate equitable pay among similarly situated employees. Internal equity adjustments may be made to correct salary compression in the pay range. Internal equity adjustments are not intended to ensure employees in the same job classification receive exactly the same salary. Rates of compensation may differ between employees in the same job classification or grade, although both have comparable duties and responsibilities.

9.5. All final approved salary adjustments ~~are~~will be added to the employee's base salary.

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16.~~9~~10. Job Descriptions

~~9.1.~~10.1. The Human Resources Director is responsible for developing and maintaining job titles, minimum base compensation per position, and alignment of job titles to respective pay for all staff in accordance with the WVHEPC Compensation Program; provided that supervisors most familiar with work performed in their respective units and the abilities of the employees who do the work may recommend pay to the Human Resources Director. Final approval of an employee's pay rests with the President.

~~9.2.~~10.2. In conjunction with supervisors, the Office of Human Resources shall develop and maintain a job description for all faculty and staff positions using the ~~Position Description Form/~~Job Description Form ~~(PDF/JDF)~~ developed by the Commission.

~~9.3.~~10.3. Individual job descriptions must include a summary of the essential duties and the level of the work performed.

~~9.4.~~10.4. To maintain accurate job descriptions, supervisors shall review individual job descriptions annually and will notify the Office of Human Resources if the content of a position undergoes a fundamental change.

~~9.5.~~10.5. For all new positions or vacated positions, the Office of Human Resources shall review a position's submitted duties, responsibilities, functions, skills, education, and experience required for the position, as provided by the respective supervisor, and then compare those factors to internal and external jobs to determine the job title and the corresponding minimum base compensation for the position using the Compensation Program.

~~**16.1011. Staff Reduction in Force**~~

~~10.1. 11.1. GSU seeks to provide a positive and stable work environment. However, conditions may arise that necessitate the elimination of filled staff positions, otherwise known as a Reduction in Force ("RIF"). This policy outlines the guiding principles for, and is applicable to, Reductions in Force for Staff employees of GSU unless otherwise exempted in this policy.~~

~~10.1.1. 11.1.1. RIF Process and Review Committee~~

~~1011.1.1.1. Reasons to implement a RIF may include, but are not limited to, budget reductions, loss of funding, reorganization, material changes to the duties or responsibilities of a position, program change/elimination, or an emergency that curtails operations.~~

~~1011.1.1.2. The President shall establish and appoint a review committee to review, propose and implement any RIF Plan upon the President's approval. The members of the review committee shall include but are not limited to the following individuals or his/her designee: Vice President for Business and~~

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Finance, Vice President for Academic Affairs/Provost, Faculty Senate President, Staff Council Chair, Human Resources Director, Vice President of Enrollment and Student Life.

1011.1.1.3. Prior to undertaking any RIF the Chief Resources OfficerHuman Resources Director shall at a minimum:

10.111.1.3.1. Identify the reasons for the RIF

1011.1.1.3.2. List reasonable alternative solutions to a RIF that were considered;

1011.1.1.3.3. Identify the positions recommended for elimination

and the reasons for the elimination;

1011.1.1.3.4. Describe any reorganization of the department

or other changes that will occur as a result of the RIF;

1011.1.1.3.5. Any other matters required by the review committee or the Human Resources Director.

1011.1.1.4. A RIF is not intended to be a performance management tool.

1011.1.1.5. In situations where some, but not all of the positions within the same department may be eliminated, the Human Resources Director shall evaluate the performance, skills and qualifications of the individual employees potentially subject to the RIF. The Human Resources Director will oversee the review process in consultation with appropriate supervisors and will evaluate performance criteria, and provide seniority validations. Consideration shall be given to the following:

10.1.1.5.1. Performance: each employee's documented quality of work performance over the previous twenty-four months as demonstrated in performance evaluations of record including, but not limited to, performance evaluations and disciplinary history;

10.1.1.5.2. Skills and qualifications: specific duties and responsibilities of each positions, the employee's knowledge and skills; and

10.1.1.5.3. Seniority, the length of service in the position as a GSU employee.

10.1.1.6. If the employee did not receive a written performance evaluation for any year within the last twenty-four months, for any such year that employee shall be deemed to have received a "valued performer" or an equivalent rating.

1011.2. **Equal Employment Opportunity and Affirmative Action**

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10.2.1. All decisions under this Policy shall be made without regard to race, ethnicity, color, religion, sex (including pregnancy), gender identity, sexual orientation, national origin, age, marital status, veteran or military status, disability, genetic information, or other category that is protected under federal, state, or local anti-discrimination laws.

10.2.2. The Human Resources Director shall undertake an adverse impact analysis to determine that all RIF Plans under this Policy comply with this section.

10.2.2.1. GSU shall provide an employee at least ninety days written notice ("Notice Period") that his or her position will be eliminated as part of a RIF, unless the financial circumstances of GSU dictate a shorter notice period, as determined by the President.

1011.3. **Severance Agreement**

10.3.1. GSU may but is not required to offer a severance package to an employee who is impacted by a RIF, if financially feasible.

10.3.2. All severance package agreements shall provide the employee forty-five days From from the date of receipt to consider the terms and conditions of the agreement and to accept the severance package agreement. Additionally, after an employee executes (signs) a severance package agreement, the employee may revoke acceptance of the agreement within seven working days after execution.

10.3.3. GSU is not required to pay any severance benefits until after the expiration of the seven-day revocation time period. No severance benefits will be paid to any employee who revokes execution of a severance package agreement.

10.3.4. Generally, the value of any severance package will not exceed the employee's annual base pay. Any severance shall be paid in installments.

10.3.5. GSU may also subsidize health insurance premiums for a predetermined period of time as appropriate.

10.3.6. Severance package agreements shall include a statement indicating the employee waives all claims against GSU, except for those claims that cannot be waived by law, and including any claims that could be raised in accordance with the West Virginia Public Employees Grievance Procedure set forth in W. Va. Code Section 6C-2-1, *et seq*.

10.3.7. Nothing in this section shall prevent GSU from implementing a RIF Plan if an employee declines to accept a severance package agreement.

1011.4. **Exclusions**

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~~10.4.1. The rights, duties and responsibilities of the Reduction in Force section apply to staff positions held by Full-Time Regular employees. The Reduction in Force section does not apply to any position that is not a staff position and also does not apply to the following types of employees:~~

~~10.4.1.1. Temporary positions;~~
~~10.4.1.2. Part-Time positions;~~
~~10.4.1.3. Casual employees;~~
~~10.4.1.4. Grant funded positions hired on or after July 1, 2017;~~
~~10.4.1.5. A reduction of a position FTE by 20% or less that does not result in a loss of benefits eligibility;~~
~~10.4.1.6. Transfers from one position to another;~~
~~10.4.1.7. Student employees.~~

16.11. Recruitment and Hiring

11.1. The posting of all staff and faculty vacant or new positions will be conducted in accordance with the procedures set forth in the Glenville State University Staff Search Manual and the Glenville State University Faculty Search Manual, subject to the terms of this section.

11.2. The President will approve in writing the individuals to chair and serve on the Search Committee. The Search Committee will evaluate and interview applicants in accordance with the search manuals. The committee will narrow down the applicant pool and submit a summary of strengths and weaknesses of their finalists for review by applicable area Cabinet member and President. Once a hiring decision is made, a conditional offer may be extended by the appropriate University official contingent upon the applicable results of the completed background check.

11.3. The Office of Human Resources will execute the applicable employment forms and initiate the background check process. The official offer will be made in writing by the President.

16.12. Staff Employee Probationary Period

12.1. Full-time regular staff employees shall serve a six-month probationary period beginning at the original date of employment. Staff are not eligible for salary increases until after six months of employment.

12.2. Prior to the end of the six-month probationary period, the employee shall receive a written evaluation of her/his performance and shall be informed as to whether her/his employment will continue beyond the probationary period. Supervisors are encouraged to provide frequent feedback to new employees during this initial phase of employment.

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12.3. During or at the close of the probationary period, a probationary employee may be dismissed for any reason that is not arbitrary and capricious; progressive discipline is not required prior to the dismissal of a probationary employee. The probationary period may be extended up to an additional six months upon written notice to the employee.

12.4. As with all positions, continued employment of a probationary employee is based on adequate funding, satisfactory performance and adherence to institution rules and regulations.

12.5. Any probationary employee whose employment continues beyond the probationary period will receive an annual written performance review in accordance with the performance management section of this policy.

16.13. Performance Management

13.1. Strategic alignment of GSU's workforce with its mission, vision, and values is critical to the continued growth and success of GSU. Performance management will be used to ensure strategic alignment and also support employees as they work to achieve their fullest potential.

13.2. The Human Resources Director will develop a performance management plan for all non- classified employees that accomplishes the following objectives:

13.2.1. Provide a fair assessment of job performance;
13.2.2. Provide counseling regarding development opportunities or areas of needed improvement;
13.2.3. Provide a basis for compensation decisions; and
~~Serve as a factor for reduction in force decisions; and;~~
13.2.4. ~~13.2.5.~~ Support and provide documentation for personnel actions.

13.3. All faculty members, including but not limited to tenured faculty members~~,~~ and ~~executive~~ academic administrators, will be evaluated annually by the Provost/VP for Academic Affairs or by his/her designee in accordance with GSU BOG Policy 18, Series 9 and/or any applicable promotion and/or tenure procedures. The ~~Vice-President of~~Provost/VP for Academic Affairs will develop an annual evaluation form for faculty members and academic administrators. The annual evaluation of the performance of an academic administrator does not alter the at-will status of the academic administrator position.

~~13.3.~~

13.4. Supervisors shall undertake performance management in a manner that is consistent and objective, and should not reflect personal prejudice, bias, or favoritism. Any employee who supervises one or more employees shall complete a training on performance

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management policies, procedures, and processes, as required by the Human Resources Director.

13.5. Each year the Human Resources Director shall offer training on performance management policies, procedures, and processes for newly appointed supervisors prior to completion of the performance evaluation process.

13.6. All supervisors shall be provided with refresher materials on performance management policies, procedures, and processes, minimally, every three years.

13.7. All non-classified employees shall receive an annual written performance review based on the performance standards or annual goals established by the supervisor for the position, during the time period determined by the department, and approved by the Human Resources Director.

Supervisors should also provide regular, informal feedback throughout the year. Before a performance review is completed, a supervisor shall solicit feedback from the employee's prior GSU supervisor if the employee has changed supervisors within the current performance review period.

13.7.1. Rights of Employees - Once the annual written performance review is completed, the supervisor shall meet with the employee and explain the contents of the review. An employee who receives an evaluation or review of "development needed" or its equivalent designation shall be placed on a written performance improvement plan with defined objectives and timelines for improvement, as determined by the employee's supervisor. An employee who does not meet the objectives for improvement in accordance with the timeline specified in the improvement plan may be considered for additional personnel action, including termination of employment.

13.7.2. If an employee has a concern that does not involve protected class status, he/she is encouraged to first talk to his/her supervisor, next-level supervisor, or the Human Resources Director. However, GSU considers a performance review finalized 15 business days after the employee receives the evaluation. Protected class status concerns should be addressed using the procedure set forth in GSU BOG Policy 6A.

13.7.3 Performance Reviews – If an employee disputes their performance evaluation and elects to formally raise the concern, they shall proceed using one of the following established options:

13.7.3.1. *Option One:* Within five days of receipt of the written performance review, employees may submit a written request for review to the supervisor's supervisor. The written request must include a copy of the evaluation, and must outline the specific areas of disagreement and set forth the reasons the employee disagrees with the supervisor's evaluation. The supervisor's supervisor will issue a written decision five days after receipt of the employee's

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request. The decision of the supervisor's supervisor will be the final decision on the evaluation. The employee's appeal, the written decision and the final evaluation will be placed in the employee's personnel file. The original evaluation, if different than the final evaluation, will also be kept in the personnel file for recordkeeping purposes but will not be relied upon to make any personnel decisions.

13.7.3.2. *Option Two:* Within five days of receipt, an employee who disagrees with the evaluation of his or her supervisor may submit a written rebuttal to the Human Resources Director. The employee will send a copy of the rebuttal to his/her supervisor. The employee's written rebuttal and performance evaluation will be placed in the employee's personnel file.

13.7.3.3. *Option Three (leave as is):* An employee shall be given 5 business days to respond in writing regarding the results of his/her performance review, if the employee would like to do so. The response shall be delivered to the employee's supervisor.

Upon receipt, the supervisor will review the employee's written response and determine if any changes should be made to the performance review.

Only one of the three options listed above for addressing the performance evaluation will be used.

13.8. Supervisors who fail to conduct evaluations of employees who report to them may be subject to disciplinary action.

13.8.1. Faculty employee performance management and merit salary increases will be conducted in accordance with established objective faculty employee performance management and merit increase BOG policies and administrative procedures as developed by the President or designee. Faculty members shall have the same rights to submit an annual evaluation or performance appraisal rebuttal or to request a review as non-classified employees, in accordance with Section 16.413.7.3 of this policy. ~~Faculty members have the same annual evaluation/performance appraisal rebuttal/review request rights as non-classified employees.~~

13.9. If the employee did not receive a written performance evaluation for any year within the last twenty-four months, for any such year that employee shall be deemed to have received a "valued performer" or an equivalent rating.

16.14. Faculty

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14.1. Faculty member compensation will be determined in accordance with Glenville State University Board of Governors Policy 24 and any other policies and procedures applicable to faculty members.

14.2. Academic rank, dismissal and promotion and tenure of faculty members will be determined in accordance with BOG Policy 18~~,~~ and Series 9 and any procedures enacted by the President and/or designee. Faculty employees are expected to maintain acceptable job performance and may be disciplined for unacceptable work performance. Faculty employees are also expected not to engage in acts of gross misconduct and/or any other conduct proscribed by BOG Policy 18 or Series 9.

14.3. Unacceptable conduct as set forth in this policy, any other Board of Governors policy or administrative procedure may serve as grounds for dismissal of a faculty member for cause in accordance with BOG Policy 18 and Series 9. This policy in no way supersedes BOG Policy 18 or Series 9 and does not impose upon the University an obligation to use progressive discipline when addressing faculty employee performance issues and/or misconduct of a faculty member unless otherwise required to do so by law.

16.15. Discipline and Misconduct

~~15.1. This section establishes a progressive disciplinary system which allows opportunities for correction of unacceptable workplace conduct and/or job performance.~~

~~15.2.~~15.1. All employees are required to adhere to certain standards of conduct designed to create a friendly, cooperative, safe and effective work atmosphere. Collegiality, as well as professional and ethical conduct, enhances teaching, learning and the general reputation of the University.

~~15.3.~~15.2. All employees are expected to serve in a collegial fashion and in accordance with professional and ethical principles when dealing with other faculty members, staff members, students, administrators, and members of the public. All employees are expected to adhere to the general provisions of any standards of conduct established by this policy or any administrative procedures established by the President or designee.

~~15.4.~~15.3. All employees are expected to be present and working during assigned work hours as determined by their supervisors.

~~15.5.~~15.4. All employees are required to respect the rights and feelings of others as well as to ensure that each employee's personal conduct is not harmful to others or to the University. All employees are expected to act professionally during working hours, (including but not limited to lunch hours), when conducting University business, when performing their job duties, when conducting University business and/or when representing the University in their official capacity as a University employee. All employees are expected to perform their job duties effectively and to maintain satisfactory levels of job performance.

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~~15.6.~~15.5. Off duty conduct may also be the source of disciplinary action up to and including employment termination if the conduct adversely affects the employee's ability to perform his/her job duties and/or bears a rational nexus to the employee's job and the reputation of the University.

~~15.7.~~15.6. All employees may be disciplined for unacceptable conduct and/or poor job performance and the discipline may include, but is not be limited to, verbal counseling, letters of warning, suspension with or without pay, performance improvement plans and/or termination of employment.

~~15.8.~~15.7. Employees ~~subject to progressive discipline who are~~ found responsible for gross misconduct as defined by policy or administrative procedures may be terminated immediately. Gross misconduct may include but is not limited to:

~~15.8.1.~~15.7.1. Stealing property of the University or of another person;

~~-~~15.7.2. Threat of violence or harm to any individual;

~~15.8.2.~~ 15.7.3. ~~15.8.3.~~ Harassment or discrimination in any form;

~~15.8.4.~~ 15.7.4. Insubordination by refusal to abide by legitimate reasonable directions of administrators;

~~15.8.5.~~ 15.7.5. Intentionally damaging the property of the University or of another person;

~~15.8.6.~~ 15.7.6. ~~-~~Reporting to work while under the influence of alcohol or illegal drugs or consuming, selling or distributing alcohol and/or illegal drugs on University property or during University activities in violation of University policy;

~~15.8.7.~~ 15.7.7. Falsification of time records, including not reporting time off or using leave for purposes not covered under the leave definition used;

~~15.8.8.~~ 15.7.8. ~~-~~Falsification of timecard and/or leave time, including reporting hours worked that were not;

~~15.8.9.~~ 15.7.9. Dishonesty and/or lying;

15.7.10. ~~15.8.10.~~ Failure to report to work for three (3) consecutive scheduled work days without notice and/or without following proper calling off procedures

~~Gambling on University property or with University equipment or technology, either during or after work hours;~~

15.~~8~~7.11. Unauthorized possession or use of a firearm and/or deadly weapon and/or destructive device on University property;

15.~~8~~7.12. Falsification of employment application or official record;

15.~~8~~7.13. Sexual harassment including but not limited to acts of sexual violence, discrimination or domestic violence, whether on or outside of work time;

15.~~8~~7.14. Unauthorized and/or excessive absence from work, tardiness and/or excessive failure to hold classes;

15.~~8~~7.15. Conviction of a crime (state of West Virginia, any other state and/or the federal government law);

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15.~~8~~7.16. Loss of driver's license where driving on public roads is an essential part of the duties of the position;
15.~~8~~7.17. Failure to comply with the University's consensual relationship policy;
15.~~8~~7.18. Substantial and manifest neglect of duty;
15.~~8~~7.19. Failure to effectively secure hazardous, medical, drug or other materials/supplies;
15.~~8~~7.20. Requesting that a University authority provide false information or testimony on one's behalf;
15.~~8~~7.21. Conduct that could constitute a violation of state, local or federal law; ~~and~~
15.~~8~~7.22. Other serious infractions that may constitute gross misconduct will be handled on a case- by-case basis at the discretion of the University~~.~~; and
15.~~8~~7.23.Gambling on University property or with University equipment or technology, either during or after work hours.~~;~~

~~15.9.~~15.8. All disciplinary actions will be determined on a case-by-case basis. Factors that may be considered when determining the type of discipline include but are not limited to the seriousness of the performance/conduct issue(s), prior disciplinary/work performance history and/or the impact of the offense on the University's operations, credibility and reputation.

~~15.10.~~ 15.9. All ~~executive level employees, employees who directly report to the President, athletic coaching positions, athletic department appointments, academic administrator appointments, temporary employees and student employees~~employees are at-will employees with the exception of the faculty and serve at the will and pleasure of the President. At-will employees may be terminated for any reason in accordance with state at-will law and are not subject to progressive discipline. The University may but is not required to implement progressive discipline to remediate the misconduct and/or poor work performance of an at-will employee but GSU does not waive the employee's will and pleasure status by doing so. ~~All other staff employees not mentioned above are subject to progressive discipline procedures as outlined in the employee handbook.~~

16.16. Grievance Procedure

16.1. The statutory grievance procedure set forth in W. Va. Code § 6C-2-1, *et seq.*, is available to eligible employees for resolution of most work-related concerns. Exceptions include pension or other retirement system issues, insurance issues, or matters not within the vested authority of the employer.

16.17. Essential Employees

17.1. While critical to daily operations, an employee may or may not be deemed an essential employee for the purposes of reporting to work during institutional emergencies. Absent extraordinary circumstances, supervisors are required to notify an employee they have been identified as an essential employee in advance of institutional emergencies.

16.18. Board of Governors Membership

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18.1. The membership of the Glenville State University Board of Governors is governed by W. Va. Code §18B-2A-1(c)(3).
W. Va. Code Section 18B-2A-1(c)(3) states the following: Each board of governors includes the following members:

(A) A full-time member of the faculty with the rank of instructor or above duly elected by the faculty of the respective institution, who shall serve as a nonvoting, advisory member;

(B) A member of the student body in good academic standing, enrolled for college credit, and duly elected by the student body of the respective institution, who shall serve as a nonvoting, advisory member; and

(C) A member from the institutional classified or non-classified employees duly elected by the classified or non-classified employees of the respective institution, who shall serve as a nonvoting, advisory member.
~~In accordance with state law, in addition to the other members stated in the code section, the Glenville State University Board of Governors shall include a full-time member of the faculty with the rank of lecturer~~ instructor ~~or above duly elected by the faculty of the respective institution and a member from the non-classified employees duly elected by the non-classified employees who both serve as non-voting, advisory members~~.

16. 19. Equal Employment Opportunity and Affirmative Action

19.1. All decisions under this Policy shall be made without regard to race, ethnicity, color, religion, sex (including pregnancy), gender identity, sexual orientation, national origin, age, marital status, veteran or military status, disability, genetic information, or other category that is protected under federal, state, or local anti-discrimination laws.

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Policy 16 | Survey Results

Glenville State University • Results provided October 12, 2026 • 43 survey responses

Executive summary

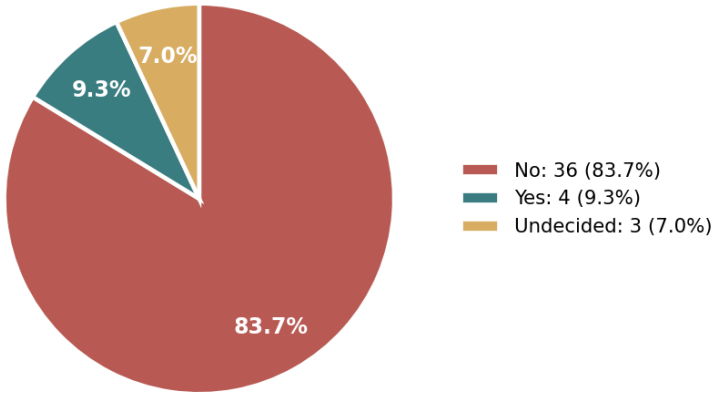
The responses show substantial opposition to removing both reduction-in-force and progressive-discipline provisions from Policy 16. A majority of respondents favor a University Leadership Council vote. Nearly half report not receiving a formal performance evaluation in the previous 12 months.

Survey topic	Leading response	Count	Share
Reduction in Force	Oppose removal	36	83.7%
Progressive Discipline	Oppose removal	38	88.4%
University Leadership Council	ULC should vote	28	65.1%
Performance Evaluations	Evaluation received	24	55.8%

Methodology: Each spreadsheet row after the survey header and question descriptions was counted as one response (n = 43). Percentages use the 43 recorded responses as the denominator. These results describe survey participants, not necessarily all university employees.

1. Reduction in Force

Support for removing reduction-in-force provisions

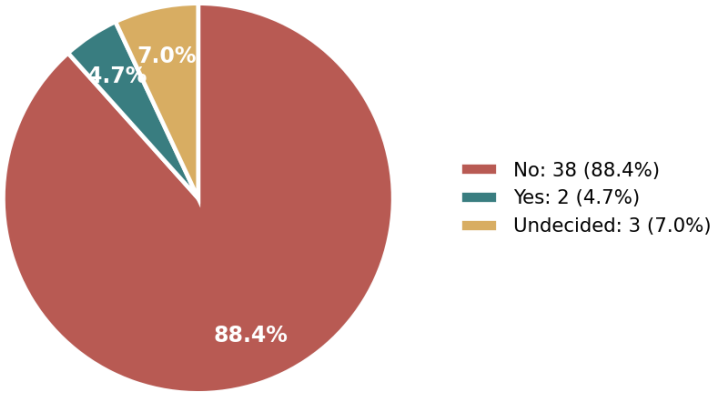


Responses: No: 36 (83.7%) | Yes: 4 (9.3%) | Undecided: 3 (7.0%)

A large majority opposed removing the reduction-in-force section.

2. Progressive Discipline

Support for removing progressive-discipline provisions

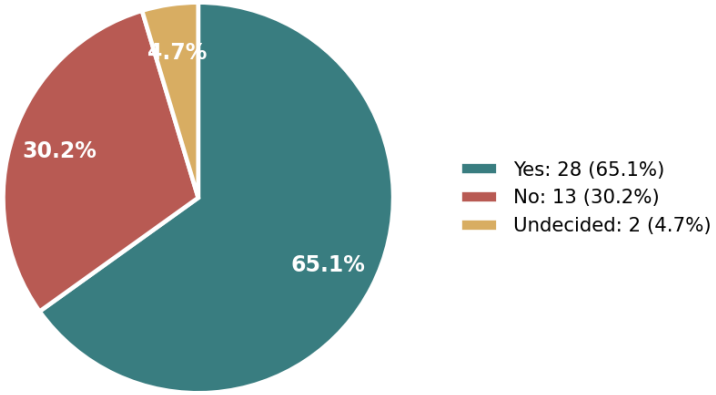


Responses: No: 38 (88.4%) | Yes: 2 (4.7%) | Undecided: 3 (7.0%)

Opposition to removing progressive discipline was particularly strong.

3. University Leadership Council

Should the ULC vote on Policy 16?

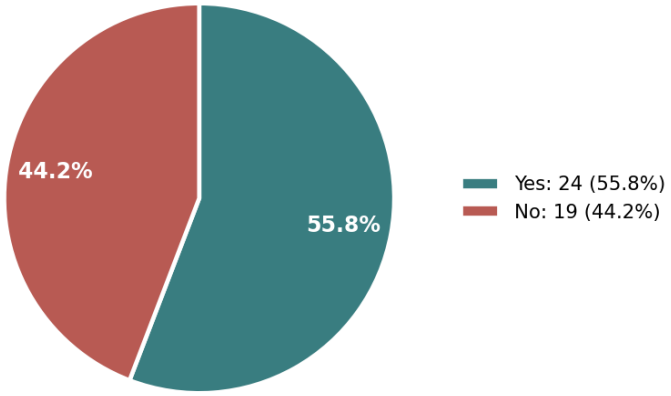


Responses: Yes: 28 (65.1%) | No: 13 (30.2%) | Undecided: 2 (4.7%)

Most respondents favored a University Leadership Council vote, though a substantial minority did not.

4. Performance Evaluations

Received a formal evaluation in the past 12 months?



Responses: Yes: 24 (55.8%) | No: 19 (44.2%)

Nineteen respondents reported not receiving a formal evaluation within the past 12 months.

Written feedback

16 of 43 respondents provided additional written comments (37.2%). Comments varied in length and viewpoint.

Recurring topics in the comments included concerns about employee protections and fairness in dismissal decisions; the role of shared governance and University Leadership Council review; accountability for employee performance and attendance; and appreciation for the opportunity to provide anonymous feedback. Some comments raised questions about other proposed policy language and survey design.

These themes are a qualitative overview, not a formal coded frequency analysis. Individual comments have not been reproduced here to avoid presenting potentially identifiable wording as representative of the full group.

Considerations for discussion

The survey results may inform discussion of the proposed Policy 16 changes, particularly the rationale for removing existing procedures, the role of shared governance, and the consistency of performance evaluations.

Policy 16 Survey Results

Additional Written Comments • October 12, 2026

The following are the 16 written comments submitted by respondents. Comments are reproduced as provided, with spacing normalized for readability.

1.

I like having the anonymous survey. I felt like I was able to express myself freely without fear of backlash. I don't find a lot of these proposed changes to be fair or in the best interest of the workers.

2.

There is no way to vote against ULC review of the policy in question 3.

3.

Thank you for creating this survey and allowing our voice to be heard.

4.

I hope the proposed changes to Policy 16 are presented to the University Leadership Council for consideration and a vote. The ULC provides faculty and staff with an important voice in the University's shared governance process, particularly when policies directly affecting employees are being created or amended. If a significant policy change such as this bypasses the ULC, I believe it raises an important question about the role of shared governance at Glenville State University and whether faculty and staff are being provided a meaningful opportunity to participate in decisions that directly affect them.

5.

Can you help everyone understand why you asked if ULC should vote on Policy 16? Have they done so in the past? Why were there no questions on this survey about removing Athletic employees from the list of employees that have to be on the compensation plan?

6.

I think certain people do too much and if we all just did our jobs and stayed in our lanes then we wouldn't need to worry about getting fired.

7.

This change sounds like it's giving higher-ups the ability to fire any of us for zero cause at any given time. So, no, I don't really think it's right for someone who has no concept of what I actually do in a day's time to have a say in whether or not I lose my job. If you're looking to fire people, I'd start with coaches and administrators, you know\...the people who soak up the most money here.

8.

I understand that staff employees are all "at will" and thus can basically be let go at any time regardless of any policy we have in place. Having progressive discipline and RIF procedures in place would be helpful in some situations but we also have some employees who are not adding anything to the campus and should be able to be let go without needing to go through a whole process. If these are indeed taken out of policy, we should work with Human Resources to try and establish some type of framework that could be followed when issues arise.

9.

I feel there should be language to prevent an open door for someone to be hired and then clean house and bring in individuals they personally want. There needs to be protection at some level.

10.

More common sense and understanding of blue collar worker and jobs that they do

11.

We need to get rid of the ones that don't show up, enforce attendace policy if you do not have time to cover

12.

I feel this doesn't matter

13.

Those who don't show up everyday or do anything should be terminated, I also think we should be able to actually help other coworkerwithout it being an issue unless your daily work isn't done.

14.

I feel this is wrong, very wrong, maybe be should revaluate our options

15.

Academic administrator compensation is not governed by the West Virginia Higher Education Policy Compensation Management Program; compensation is determined at the discretion the President. ((NO) This means anyone can hold an Academic Administrator position and be paid a sum of X, they would not even technically need to be a Academic Administrator to hold the title and get paid X as long as someone says they perform administrative duties. These positions should be classified and titled to go along with the system. Changing a title so it does not match the system so those positions can be paid on whatever salary people want is unethical. I believe their title is Administrative Assistant with WVHEPC and should remain so and paid accordingly.....Who and What is ULC?

16.

In section 9.3, in the 2nd to last sentence, there is a typo. The word to is in there twice. In reference to the RIF section, I am against removing this entire section. Having a process in place, allows for fairness in the RIF process. We lost so many protections when this campus changed everyone to non-classified employees. Removing this section from the policy is just one more right stripped away from us. Without this process in place, I fear that just because a supervisor doesn’t like an employee, they can just RIF them with no process. Even if that employee, does their job and does it well. I fear we are backsliding to the “good old boys network” all over again. This applies to the progressive discipline section, as well. We need to provide an avenue for employees to correct and improve performance and behaviors before they are given a disciplinary action. Once again, we are being stripped of more and more protections and it feels like the Board and the upper administration could care less. The pay is below par. Our insurance, that used to be fantastic, gets more expensive with less benefits every year. The least that can be done is to save us some sense of protection on this campus. I love GSU. I have been employed here for almost 20 years, but it gets harder and harder to justify staying every year. Especially, when our protections are being eroded away.

GLENVILLE STATE UNIVERSITY DRAFT POLICIES
Sent to Constituent Groups and Posted August 19, 2026 for informal comment

Comments received during the informal comment periods and responses to comments. The first informal comment period began on August 19, 2026 and ended on September 4, 2026. Due to the transition of newly appointed Faculty Senate President, Staff Council Chair, and Staff Board of Governors Representative, the informal comment period was extended with a notice sent to constituent groups on September 24, 2026 with a deadline of October 12, 2026 for comments.

PERSONNEL POLICY 16 – HUMAN RESOURCES ADMINISTRATION

Responses to comments submitted by Staff Council via survey relating to Policy 16: (Survey attached)

Response to comments 4 that are directly related to Policy 16 - In reference to W.Va. Code §18B-1-6, WV Higher Education Policy Commission (HEPC) Series 4, and Glenville State University (GSU) Board of Governors (BOG) Administrative Policy 10, Board policies are not required to be approved by the University Leadership Council. Policies are to be sent to constituent groups for comment for a 30-day comment period.

Shared governance is valued by the Board and University. GSU BOG Policy 49 – Shared Governance establishes an opportunity for faculty, staff, and students to meet and confer with the University's administration on issues pertinent to the ongoing operations of the institution. Faculty, staff, and students are provided meaningful opportunities to participate in policies that directly affect them. All constituent groups (HEPC, Faculty Senate, Staff Council, and Student Government) are sent all draft, amended, and intent to repeal Board policies for comment both during an informal period and a formal 30-day period.

Response to comments 7, 8, 9, & 16 that are directly related to Policy 16 – In reference to W.Va. Code §18B-7-3.Reducing workforce: applies only to regular employees who are classified. The Board of Governors approved the proposed amended changes to GSC Policy 16 on June 18, 2028 which converted all classified staff to non-classified staff. The language of every staff employee's Notice of Appointment clearly state the "This is a non-classified, exempt position which is at the will and pleasure of the President…" In Policy 16, section 16.10 it sets our how positions would be evaluated if the University ever decided to reduce its workforce and seniority was one of several factors considered along with performance, skills, and qualifications. It is a process for making those decisions and does not guarantee anyone continued employment. GSU employees have rights under anti-discrimination and anti-retaliation laws which remain unchanged and the grievance procedure remains available to employees.

Staff are provided progressive discipline through performance appraisals and the probationary period as addressed on page 42 of the current *Staff Handbook* (Revised April 2023).

The word "to" that appears twice in the second to last sentence of Section 9.3. has been corrected.

GLENVILLE STATE UNIVERSITY POLICIES

TUITION AND FEES POLICY 45A

REDUCED TUITION AND FEE PROGRAM FOR STATE RESIDENTS WHO ARE AT LEAST SIXTY ~~-FIVE~~ YEARS OF AGE

45A.1. General

1.1. Scope - This policy establishes a reduced tuition and fee program for residents of West Virginia who are at least sixty ~~-five~~ years of age or older allowing them to take undergraduate and graduate courses at Glenville State University on a space available basis.

1.2. Authority – W. Va. Code §18B-10-7a

1.3. Effective Date – ~~August 16, 2023~~

1.4. Revision of Former Policy – This policy repeals and replaces Glenville State University Policy 45A – Reduced Tuition and Fee Program for State Residents Who are at Least Sixty-five Years of Age [2006][2020].

45A.2. Purpose

2.1. The purpose of this policy is to establish a reduced tuition and fee program for residents of West Virginia who are at least sixty ~~-five~~ years of age or older allowing them to take undergraduate and graduate courses on a space available basis. The program includes an option for those who attend classes on a no credit and no grade basis and an option for individuals who attend courses for credit and a grade.

45A.3. Eligibility and Participation

3.1. A participant will be permitted to register for a course under either of the two options of this program, provided that the participant is a resident of West Virginia and is at least sixty ~~-five~~ years of age. These two options include (1) attending courses without receiving University credit or a grade or (2) attending courses and receiving credit and a grade.

3.2. A participant may register for a course under either of the two options of this program so long as classroom space is available. If space is limited, a list will be developed identifying date and time of attempted enrollment. If and when space becomes available, the participant will be notified of available space by the Registrar's Office.

3.3. A participant will be subject to Glenville State University programmatic and financial guidelines for enrollees in this program and to the rules, regulations, procedures, and

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requirements, including course prerequisites, of Glenville State University and the Higher Education Policy Commission.

3.4. Special Provisions

3.4.1. Fees required of other students in a given course will be required of participants in the reduced tuition and fee program.

3.4.2. Participants in the reduced tuition and fee program will be issued a parking permit at no cost.

45A.4. No Credit Option

4.1. The total tuition and fees charged for each course under the no credit option, excluding laboratory and course specific fees, will be $10.00 per credit hour and may not exceed $50.00 total.

4.2. A grade or credit may not be given under the no credit option.

45A.5. Credit Option

5.1. The total tuition charged in the program under the for credit option shall not exceed fifty percent of the normal rates charged to state resident students by the University. The tuition and fee adjustment applies to classroom-based courses, online courses, and all other distance education delivery. Participants in this category will be responsible for any fees which may be a part of the course requirements.

45A.6. Registration

6.1. Participants under both options will register through the Registrar's Office.

45A.7. Reporting

7.1. Participation in this program will be reported to the Board of Governors.

45A.8. Institutional Guidelines

8.1. The guidelines for this program will be published in the Glenville State University Catalog which is available on the University's website.

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Glenville State University Board of Governors
Meeting of October 28, 2026

ACTION ITEM:	Revised GSC Budget for FY27
COMMITTEE:	Business and Finance
RECOMMENDED RESOLUTION:	Be it RESOLVED that the Board of Governors approves the revised Budget for FY27 as proposed.
STAFF MEMBER:	Mr. Clay Chesser

BACKGROUND:
The University is required to submit an operating budget to the Glenville State University Board of Governors for their approval on an annual basis in compliance with section 6.7. of the Board by-laws. The Board approved the FY27 budget at its May 8, 2026 meeting. That budget has been revised to reflect actual enrollment and other adjustments, in addition to various revenue and operating expense line items based upon changes that have occurred since the earlier approval date.

NOTE: The revised budget for FY27 will be provided under separate cover.