



GLENVILLE
STATE UNIVERSITY

AGENDA

Glenville State University
Board of Governors

June 18, 2024
9:00 a.m.

Waco Center
Room A227/228

**Glenville State University
Board of Governors
Meetings Schedule
2023-24**

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 9:00 am in person unless noted otherwise in the schedule.

Committees of the Board

All committees will meet beginning at 9:00 am via Zoom on the dates listed in the schedule unless noted otherwise. Committees will meet in the following order:

1. *Board Governance and HR Committee*
2. *Enrollment and Student Life Committee*
3. *Academic Affairs Committee*
4. *Business and Finance Committee*
5. *Athletics Committee*
6. *Executive Committee*

Join Zoom Meeting (Committee and Board of Governors meetings)

<https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09>

Meeting ID: 389 675 8045

Passcode: GSU

or

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

Meeting ID: 389 675 8045

Passcode: 551330

Schedule

| | |
|---|-----------------------------|
| Wednesday, August 2, 2023 | All Committees of the Board |
| Wednesday, August 16, 2023 | Board of Governors |
| Thursday, September 21, 2023 | Special Board of Governors |
| Via ZOOM @ 11:00 am at https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09 Meeting ID: 389 675 8045 Passcode: GSU or Dial by your location • +1 929 205 6099 US (New York) Meeting ID: 389 675 8045 Passcode: 551330 | |
| Wednesday, October 4, 2023 | All Committees of the Board |
| Wednesday, October 18, 2023 | Board of Governors |
| Wednesday, November 15, 2023 | All Committees of the Board |
| Friday, December 8, 2023 | Board of Governors |
| Wednesday, February 7, 2024 | All Committees of the Board |
| Wednesday, February 21, 2024 | Board of Governors |
| Tuesday, March 12, 2024 | Special Board of Governors |
| Via ZOOM @ 10:00 am at https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09 Meeting ID: 389 675 8045 Passcode: GSU or Dial by your location • +1 929 205 6099 US (New York) Meeting ID: 389 675 8045 Passcode: 551330 | |
| Wednesday, April 17, 2024 | All Committees of the Board |
| Wednesday, May 1, 2024 | Board of Governors |
| Wednesday, May 29, 2024 | All Committees of the Board |
| Tuesday, June 18, 2024 | Board of Governors |

Approved by the GSU Board of Governors June 14, 2023.
Updated September 11, 2023; October 25, 2023; December 8, 2023; January 10, 2024; March 6, 2024.



BOARD OF GOVERNORS
June 18, 2024
Waco Center, Rooms 227/228
9:00 AM

AGENDA

1. Call to Order
2. Establishment of a quorum
3. Public Comment Period
4. Special Presentation - *Professor Donal Hardin, Chair, Criminal Justice*
Re: GSU Agreement with WV State Police
5. Constituent Comments
 - A. Alumni Council - *Dustin Crutchfield, Director of Alumni Relations*
 - B. Faculty Senate – *Maureen Gildein, President*
 - C. Staff Council - *Eric Marks, Chair*
 - D. Student Government Association – *Jahzeiah Wade, President*
6. **Consent Agenda (Action Item)**
 - A. Minutes of the May 1, 2024 Meeting
 - B. Cash Flow Projection Statement
 - C. Accounts Receivable Report
7. Committee Reports
 - A. Executive Committee - *Ann Green, Chair*
 - B. Board Governance and Human Resources Committee – *Alex Lay, Chair*
 - C. Enrollment and Student Life Committee – *Skip Hackworth, Chair*
 - D. Academic Affairs Committee – *Kathy Butler, Chair*
 - E. Business and Finance Committee – *Doug Morris, Chair*
 - F. Athletics Committee – *Bob Marshall, Chair*
8. President’s Report
9. Discussion/Actionable Items
 - A. **FY25 Budget (Action Item) – Tim Henline**
 - B. **FY25 Faculty/Staff Pay Raises (Action Item) – Tim Henline**
 - C. **FY25 Chair and Vice Chair Nomination Recommendations (Action Item) – Kathy Butler**
 - C. **FY25 Board of Governors’ Meeting Schedule (Action Item) – Ann Green**
 - D. **Board of Governors Scholarship (Action Item) – David Hutchison**
 - E. **President’s Evaluation (Action Item) – Alex Lay**
10. Announcements
11. Adjournment

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

Report for Board of Governors

- Upcoming Events
 - Roane County Alumni Chapter Gathering (07/11)
 - GSU Night at Lambert’s Wintery (08/14)
 - Welcome Activities for New Students/Families Sponsored by GSU Alumni (during Week of Welcome Move In Day)

- 50 Year Reunion – Class of 1974
 - Approximately 25 members of the 1974 class joined us for the reunion during Commencement Weekend. They all seemed to thoroughly enjoy themselves. Post-event survey feedback shows this tradition to be one of the most highly engaging alumni events that we hold.

- Retired Employee Luncheon
 - Approximately 30 retired faculty, staff, and administrators returned to campus for lunch and a chance to reconnect. This was the first such luncheon in several years and all agreed they were happy we held it again and hoped it became an annual activity.

- GSU Night at Go Mart Park
 - Nearly 100 alumni and friends turned out for GSU Night.

- Pioneer Progress Underway
 - Work to prepare the annual issue of the alumni and friends magazine has begun.

- Alumni Oral History Project
 - Over 2,000 alumni have responded to the project so far and over 1,500 have shared a story. The project remains open until October. Proofreading of the stories that are to be included in the book has begun.

- Future Plans/Events
 - Discussions are taking place for Alumni to partner with Admissions and President Manchin for a recruiting event. In discussion with Council members to potentially hold additional summer gatherings in Nicholas and Cabell Counties. Looking at the football schedule to possibly set up a few Glenville State tailgates during away games.

Submitted by: *Maureen Gildein – President of Faculty Senate*

No Report for Faculty Senate

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

No Report for Staff Council

Submitted by: *Jahzeiah Wade, President, SGA*

No Report for SGA

**Glennville State University Board of Governors
Meeting of June 18, 2024**

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

BACKGROUND:

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

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

1. Minutes of the May 1, 2024 Meeting
2. Cashflow Projection Statement
3. Accounts Receivable Report

**Glennville State University
Board of Governors Meeting
May 1, 2024
Waco Center, Rooms 227/228**

Members Present: Ms. Ann Green, Chair
Ms. Alexandria Lay, Vice Chair
Dr. Kathy Butler
Mr. Daniel Durbin, via Zoom
Mr. Tilden "Skip" Hackworth
Mr. Robert Marshall
Mr. Doug Morris, via Zoom
Mr. Rick Simon
Mr. Duane Chapman, Faculty Representative
Ms. Leslie Mason, Staff Representative
Mr. Jahzeiah Wade, Student Representative

Members Absent: Mr. Joe Parsons

Faculty & Staff Present: Ms. Rikki Butler, Associate Vice President for Enrollment Management
Dr. Mari Clements, Provost and Vice President for Academic Affairs
Mr. Dustin Crutchfield, Director of Alumni Relations
Mr. Conner Ferguson, Director of Student Life
Ms. Lora Freeland, Director of Marketing and University Relations
Ms. Maureen Gildein, Lecturer of Physical Education and Faculty Senate President
Ms. Sheri Goff, Financial Aid Counselor, via Zoom
Ms. Rita Helmick, Vice President for Administration and General Counsel
Mr. Tim Henline, CFO
Mr. David Hutchison, Vice President for Advancement
Ms. Tegan McEntire, Human Resources Director, via Zoom
Dr. Mark Manchin, President
Mr. Eric Marks, Asst. Director of Information Technology & Staff Council Chair
Dr. Kandas Queen, Associate Professor of Business and ACF Representative
Mr. Tom Ratliff, Executive Director of Operations
Dr. Mark Sarver, Associate Professor of Business
Mr. Jesse Skiles, Director of Athletics
Ms. Teresa Sterns, Executive Assistant to the President
Ms. Lora Stump, Financial Aid Assistant, via Zoom
Ms. Jennifer Wenner, Lecturer of Communications
Mr. Charles Yakubow, Academic Success Advisor: VA Support
Mr. Jason Yeager, Vice President for Enrollment & Student Life

Others Present: Dr. Joe Evans, Faculty Emeritus
Mr. Charles Copeland, GSU Student
Ms. Haylen Book, GSU Student

Call to Order

Chair Ann Green called the meeting to order at 9:01 am.

A quorum was established.

Public Comment – N/A

Dr. Kandas Queen announced that Charles Copeland and Haylen Book, GSU students who are members of the Future Business Leaders of America Collegiate Division (FBLA), attended the State Leadership Conference. Haylen placed first in two categories and Charles placed second in two categories. Both students will advance to the FBLA National Leadership Conference this summer in Orlando, Florida.

Constituent Comments

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

- Held a “Countdown to Commencement” for graduating seniors.
- Alumni Awards Banquet was held on April 27 and 12 outstanding Alumni were recognized.
- Dustin was elected to the Class of 2024 Generation WV (GWV) Fellowship, a leadership development training program for promising young professionals in West Virginia.
- Twenty-four 50-year graduates are expected to attend Commencement.
- Jesse Skiles was inducted into the WV Wesleyan Hall of Fame.
- Replacement windows were ordered for the Alumni Center and are predicted to be installed this summer.

Faculty Senate – Maureen Gildein, President, reported:

- Dr. Corley Dennison, WVHEPC Vice Chancellor, met with the Senate and discussed roles and responsibilities of senators.
- Senate created and approved social media guidelines, AI guidelines, and commissioned faculty salaries.
- One of the biggest accomplishments of the Senate was conducting the faculty development usage study and the Board of Governors approving the \$1,000 per faculty member per year for faculty development.
- Reviewed and made updates to committee policies and bylaws.

Staff Council –Eric Marks, Chair, reported that the Council has been:

- Focusing on filling council officer positions.
- Reviewing staff development applications.
- Finalizing Staff of the Year and Rising Star awards. Awardees will be announced at the May 7th Employee Awards Ceremony.
- Reviewing language in the constitution.

Student Government Association (SGA) –Jahzeiah Wade, President, reported:

- Elections were held for SGA and all officers will be inducted at this evening’s banquet.
- Themes proposed for this year’s Homecoming include “Vegas”, “Throw Back”, “Cowboy”, and “Out of this World Experience.”
- Planning to hold another campus clean-up.

Consent Agenda

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

MOTION CARRIED UNANIMOUSLY.

Committee Reports

Executive Committee/Chair Report

Ann Green reported the Committee met on April 17, 2024 via Zoom and set today's agenda.

Board Governance and HR Committee – Alex Lay, Chair, reported:

- Tegan McEntire provided the FY25 Employee Holiday Calendar and announced open positions and retirements.
- Rita informed the Committee about two lawsuits and one grievance that have been on-going. She gave an update on the safety measures being put into place on campus that includes installation of new safety locks in residence halls, lights, and safety cameras across campus.
- Tom Ratliff announced:
 - The Waco Center build-out will begin May 13th and the estimated completion date is August 13th.
 - The forensic engineer signed the LBH demolition paperwork today.
 - Teacher ed faculty moved back into Clark Hall.
 - Bidding on the amphitheater construction project will be finalized soon.
- David Hutchison reported:
 - Scholarship increases continue to trend.
 - The Waco Center build-out annual fund agreement for the University was approved.
 - Lora Freeland has been hired as the new Director of Marketing and University Relations and another marketing assistant was hired last week.
 - President Manchin and David attended the legislature interim sessions.
 - GSU Night at GoMart Ballpark is June 8th.
- Alex received feedback from all constituent groups regarding the President's three-year evaluation and she has a report to provide later.

Enrollment and Student Life Committee – Skip Hackworth, Chair, asked Jason Yeager to present the report.

Jason Yeager reported:

- Fall headcount is trending in the right direction. The goal for fall is 1700.
- Working on new scholarship initiatives.
- Counselors are traveling to high schools to present at awards events.
- Riley Fitzwater will be leaving soon, so her position will need to be filled.
- Charlie Yakubow visited Mountaineer Challenge Academy.
- Residence Life is working to implement StarRez which went live today.
- Student Support Services went on a lot of trips this semester and the program is at full capacity.
- 176 students attended the Career Fair hosted by Academic Success Center (ASC).
- ASC is working on the students who did not return list.
- VA appreciation event was held Saturday and was well attended.
- Orientation events are scheduled for June, July, and August.
- Working on communicating with China to recruit international students.

- Jesse is recruiting graduate students to fill graduate work positions.
- International program received a \$5K grant. Bridget Carr is working on exit interviews. International challenges are housing and food.
- Federal Government changed the FAFSA process and it is very frustrating to parents when completing.

Mari Clements noted that the FAFSA is a simplification act but is a nightmare for those that have poor internet. The FAFSA questions went from 93 to 202 questions.

Tim Henline provided a handout regarding Governor Justice declaring a State of Emergency, suspending FAFSA requirement for WV students applying for state financial aid programs for college this year.

President Manchin announced that there has been a 45% reduction in enrollment for WV institutions.

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

Mari reported:

- A comprehensive package will be put together this summer for the Strategic Plan.
- The Master of Science in Criminal Justice is live.
- The Bachelor of Arts in Math is ready for fall.
- The BSBA in Computer Information Systems has been suspended.
- Five faculty were promoted/tenured this year.
- Mari attended the HLC Convention. HLC is changing institutional assessments.
- Program Reviews are on the agenda for approval.
- The faculty and staff continue to work on the University Reorganization.
- Faculty contracts were sent out last week.
- Working on searches for open positions.

Business and Finance Committee – Tim Henline reported:

- Accounts receivable dropped \$77K since last report.
- It appears that the University is going to hit its goal of 1700 students for fall.
- The FAFSA requirement will delay the process of completing that FAFSA. This will impact institutions by them not being able to draw down funds until later in the year. Tim met with other state institutions' CFOs and discussed ways to deal with the impact. GSU may have to borrow \$1M to 1.5M from the state until funds are available to draw down.
- Tim Henline and Doug Morris signed an agreement for CliftonLarsonAllen, LLP to perform GSU's next year's audit.
- HEPC is allowing institutional FY25 budgets to be delayed due to state funding. The Board of Governors may have to hold a special meeting to approve the budget this month.
- HEPC has approved for the University to submit additional funding requests of \$400-500K for deferred maintenance projects due to bids coming in over what was budgeted.
- GSU is the first institution in the state to be part of Treasury Inflation Protected Securities (TIPS). This will allow GSU to use the Federal Government program for the bidding process.

Athletics Committee – Bob Marshall, Chair, offered congratulations to Jesse Skiles for his induction into the WV Wesleyan Hall of Fame.

Jesse reported:

- Baseball and softball teams are going to the playoffs. This is the first time in GSU history.
- Both golf teams are going to the MEC tournament which is also a first time in GSU history.
- John Lily was named MEC Coach of the Year for men's golf.
- Acro & Tumbling competed in the MEC tournament. A couple of those students went to nationals.
- The track team competed in the MEC tournament.
- The boxing team will compete in the Golden Gloves.
- An Athletic Grammy Awards event was held for the athletes.
- The graduate assistants program will provide the graduate assistants with experience, increase efficiency within the Department of Athletics, and increase the graduate program enrollment.

President's Report

Dr. Manchin reported that we will continue growing the University. He announced the following:

- HEPC just approved the Master in Criminal Justice program and a Master in Counseling is being planned.
- GSU's hooding ceremony will be held on Friday. Five will graduate from the Master's program.
- Online courses are growing.
- We will continue to increase safety on campus.

Discussion/Actionable Items

Program Reviews

- Bachelor of Science in Natural Resource Management
- Interdisciplinary Studies – BA/BS

Mari Clements announced that the Board may approve to continue the BS in Natural Resource Management and the BA/BS in Interdisciplinary Studies with no changes, with changes, to suspend, or to terminate.

Adam Black, Chair, Land Resources Department, reported that there has been very low enrollment in the Energy and Land Management major, with 0-2 students in the program in any given year. He reported that in 2014, when the program was started, AAPL accreditation for the program was \$10,000, and Glenville State declined to pursue this accreditation. In the meantime, both Marietta College and West Virginia University have become two of the only 11 accredited undergraduate programs and there is no longer any space in the market for GSU to pursue accreditation. As both these programs are established (with WVU enrolling over 200 students), it would be an uphill battle to bring this major to viability. For this reason, Adam recommended discontinuing the major and teaching it out.

Mari reported that the Interdisciplinary Studies major has had no students to this point, but that Dr. Mark Sarver (whose PhD is in Interdisciplinary Studies) has agreed to take the leadership of this program. Further, the program costs GSU nothing to offer, as students would craft their major from existing courses in two or more current disciplines.

KATHY BUTLER MOVED TO APPROVE THE PROGRAM REVIEW AND REPORT FOR LAND RESOURCES, CONCURRING WITH THE MODIFICATION RECOMMENDED BY THE DEPARTMENT CHAIR TO TEACH OUT THE ENERGY AND LAND MANAGEMENT MAJOR. ALEX LAY SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

KATHY BUTLER MOVED TO APPROVE THE PROGRAM REVIEW FOR THE BACHELOR OF ARTS/BACHELOR OF SCIENCE IN INTERDISCIPLINARY STUDIES AS PRESENTED WITH NO MODIFICATIONS. LESLIE MASON SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Final Draft Policies

- GSU Administrative Policy 12 – Deadly Weapons and West Virginia Campus Self-Defense Act Policy
- GSU Academic Policy 28A – Standards and Procedures for Graduate Admissions
- GSU Policy 49 – Shared Governance

Rita Helmick presented a PowerPoint regarding the Campus Carry policy. She discussed how WV SB-10 (Campus Self-Defense Act) was introduced and passed; the purpose of the policy; restrictions; prohibited locations; violations; and security measures that will be implemented on campus. She noted that on April 24, 2024, a campus forum was held to explain the Act and address questions and concerns.

Alex Lay pointed out that it is a state law that institutions must implement a policy by July 1, 2024.

ALEX LAY MOVED TO APPROVE THE PROPOSED BOARD FINAL DRAFT POLICY 12 FOR FINAL FILING WITH THE HIGHER EDUCATION POLICY COMMISSION, TO BE EFFECTIVE JULY 1, 2024 IF NO COMMENTS ARE RECEIVED AFTER THE THIRTY-DAY COMMENT PERIOD. KATHY BUTLER SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

ALEX LAY MOVED TO APPROVE THE PROPOSED BOARD FINAL DRAFT POLICIES 28A AND 49 FOR FINAL FILING WITH THE HIGHER EDUCATION POLICY COMMISSION IF NO COMMENTS ARE RECEIVED AFTER THE THIRTY-DAY COMMENT PERIOD. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Announcements

Ann Green announced the following:

- Staff Council and Faculty Senate will meet with the Board directly following today's meeting in accordance with WV Codes §18B-6-3(g) and §18B-6-6(g).
- Clark Hall Ribbon Cutting Ceremony - 1:30 pm today at Main Entrance of Clark Hall.
- Student Organization Dinner - 6:00 pm today @ MCCC, Ballroom.
- Academic Honor Graduates' Reception – May 2, 2024 @ 4:00 pm in MCCC, Ballroom.
- 50 Year Grad Reception & Dinner – May 3, 2024 @5:00 pm in MCCC, Ballroom.
- GSU Graduate Hooding Ceremony – May 3, 2024 @6:30 pm in FAC, Auditorium.
- Commencement – Saturday, May 4, 2024 @ 10:00 am in Waco Center.
- Committee meetings will be held via Zoom on May 29, 2024.
- Next BOG's meeting will be June 18, 2024.

President's Evaluation

Executive Session

IT WAS MOVED BY ALEX LAY THAT THE BOARD OF GOVERNORS GO INTO EXECUTIVE SESSION UNDER THE AUTHORITY OF WV CODE §6-9A-4(b)(2)(A) TO DISCUSS THE PRESIDENT'S EVALUATION. JAHZEIAH WADE SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Rise from Executive Session

IT WAS MOVED BY KATHY BUTLER THAT THE BOARD RISE FROM EXECUTIVE SESSION AND RECONVENE IN OPEN SESSION. BOB MARSHALL SECONDED THE MOTION.

MOTION CARRIED UNANIMOUSLY.

Adjournment

With no further business and hearing no objection, Chair Green adjourned the meeting at 12:45 AM.

Ann Green, Chair

Teresa Sterns, Executive Assistant to the President



Cashflow Report

| Glenville State University | | | | | | | | | |
|--|--------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Cashflow Projection FY 2024 | | | | | | | | | |
| | Oasis | Actual Nov-23 | Actual Dec-23 | Actual Jan-24 | Actual Feb-24 | Actual Mar-24 | Actual Apr-24 | Projected May-24 | Projected Jun-24 |
| Beginning Cash | Fund # | \$ 5,083,959 | \$ 4,200,044 | \$ 5,662,095 | \$ 8,898,386 | \$ 6,697,550 | \$ 5,567,293 | \$ 5,841,721 | \$ 3,812,383 |
| Debt service & Capital Assessments | | 203,958 | 335,865 | 203,958 | 203,958 | 278,029 | 203,958 | 203,958 | 360,732 |
| Insurance Claim Payments | | - | - | - | - | - | - | - | - |
| Repayment of Loan from Foundation | | - | - | - | - | - | - | - | - |
| Energy Savings Loan Payments | | - | 25,000 | 35,206 | - | - | - | - | - |
| HEPC Ed Grant Payments | | - | - | - | - | 103,027 | - | - | - |
| FY 2024 Nursing Grant Expenditures (\$1,577,418) | | - | - | - | - | - | - | 290,000 | 201,411 |
| Deferred Maintenance Expenditures | | - | - | - | - | 36,000 | - | 450,000 | 1,000,000 |
| Cash used | | <u>3,214,430</u> | <u>3,050,140</u> | <u>1,568,574</u> | <u>3,128,177</u> | <u>2,531,565</u> | <u>2,071,645</u> | <u>4,947,458</u> | <u>3,207,143</u> |
| Ending Cash | | <u>\$ 4,200,044</u> | <u>\$ 5,662,095</u> | <u>\$ 8,898,386</u> | <u>\$ 6,697,550</u> | <u>\$ 5,567,293</u> | <u>\$ 5,841,721</u> | <u>\$ 3,812,383</u> | <u>\$ 2,609,168</u> |
| Remaining State Funds Included in Bal. | | \$ 712,079 | \$ (81,730) | \$ 1,278,162 | \$ 745,398 | \$ 215,243 | \$ 1,069,318 | \$ 224,618 | \$ - |
| Remaining Energy Savings Loan in Bal. | | \$ 94,235 | \$ 69,235 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 |
| Remaining HEPC Ed Grant in Bal. | | \$ 748,386 | \$ 748,386 | \$ 748,386 | \$ 748,386 | \$ 645,358 | \$ 645,358 | \$ 645,358 | \$ 645,358 |
| Remaining FY 2024 Nursing Grant in Bal. | | \$ 1,577,418 | \$ 1,363,413 | \$ 1,206,647 | \$ 1,206,647 | \$ 835,495 | \$ 721,469 | \$ 331,469 | \$ (0) |
| Remaining Deferred Maintenance in Bal. | | | \$ 2,937,500 | \$ 2,937,500 | \$ 2,937,500 | \$ 2,852,500 | \$ 2,602,500 | \$ 2,133,000 | \$ 1,133,000 |
| Remaining Balance of unrestricted funds | | <u>\$ 1,067,926</u> | <u>\$ 625,291</u> | <u>\$ 2,693,663</u> | <u>\$ 1,025,590</u> | <u>\$ 984,668</u> | <u>\$ 769,047</u> | <u>\$ 443,909</u> | <u>\$ 190,781</u> |



Accounts Receivable Aging

Accounts Receivable Update 6/6/2024

| | Summer 2020 | Fall 2020 | Spring 2021 | Summer 2021 | Fall 2021 | Spring 2022 | Summer 2022 | Fall 2022 | Spring 2023 | Summer 2023 | Fall 2023 | Spring 24 | Totals |
|--|-------------|------------|-------------|-------------|------------|-------------|-------------|------------|-------------|-------------|--------------|--------------|--------------|
| Current | \$ 5,737 | \$ 368,816 | \$ 89,880 | \$ 5,838 | \$ 135,361 | \$ 138,807 | \$ 12,509 | \$ 153,243 | \$ 91,727 | \$ 23,414 | \$ 435,108 | \$ 437,784 | \$ 1,898,224 |
| Prior Report 5/15 | \$ 5,737 | \$ 368,816 | \$ 89,880 | \$ 5,838 | \$ 135,611 | \$ 138,874 | \$ 12,509 | \$ 153,243 | \$ 92,326 | \$ 23,438 | \$ 437,880 | \$ 673,000 | \$ 2,137,152 |
| Prior Report 4/15 | \$ 5,737 | \$ 375,894 | \$ 90,764 | \$ 5,838 | \$ 136,524 | \$ 139,265 | \$ 12,509 | \$ 156,513 | \$ 95,218 | \$ 26,836 | \$ 469,434 | | \$ 1,514,532 |
| Prior Report 3/15 | \$ 5,737 | \$ 376,520 | \$ 91,243 | \$ 5,838 | \$ 137,552 | \$ 139,602 | \$ 13,141 | \$ 165,036 | \$ 95,218 | \$ 26,836 | \$ 535,715 | | \$ 1,592,438 |
| Prior Report 1/15 | \$ 5,737 | \$ 379,249 | \$ 92,004 | \$ 5,838 | \$ 138,507 | \$ 139,620 | \$ 13,141 | \$ 165,036 | \$ 95,218 | \$ 31,100 | \$ 796,802 | | \$ 1,862,252 |
| Prior Report 11/15 | \$ 5,737 | \$ 379,599 | \$ 92,154 | \$ 5,838 | \$ 138,827 | \$ 139,845 | \$ 13,141 | \$ 168,089 | \$ 95,268 | \$ 31,291 | \$ 1,071,019 | | \$ 2,140,809 |
| Prior Report 11/6 | \$ 5,737 | \$ 379,599 | \$ 92,154 | \$ 5,838 | \$ 142,827 | \$ 139,845 | \$ 13,141 | \$ 168,969 | \$ 95,671 | \$ 35,691 | \$ 1,192,065 | | \$ 2,271,538 |
| Prior Report 10/4 | \$ 5,737 | \$ 382,673 | \$ 93,346 | \$ 6,338 | \$ 144,658 | \$ 141,082 | \$ 13,141 | \$ 177,098 | \$ 100,975 | \$ 41,322 | \$ 2,454,782 | | \$ 3,561,152 |
| Prior Report 8/16 | \$ 5,737 | \$ 382,673 | \$ 93,346 | \$ 6,338 | \$ 145,008 | \$ 141,282 | \$ 13,141 | \$ 178,342 | \$ 108,712 | \$ 58,716 | \$ 3,240,949 | | \$ 4,374,245 |
| Prior Report 8/8 | \$ 5,737 | \$ 382,718 | \$ 93,541 | \$ 6,338 | \$ 146,058 | \$ 145,581 | \$ 13,141 | \$ 188,596 | \$ 139,233 | \$ 74,132 | \$ 4,187,240 | | \$ 5,382,315 |
| Prior Report 7/11 | \$ 5,863 | \$ 385,697 | \$ 93,514 | \$ 6,338 | \$ 146,953 | \$ 146,172 | \$ 13,141 | \$ 198,206 | \$ 164,827 | \$ 99,549 | | | \$ 1,260,260 |
| Prior Report 6/14 | \$ 5,923 | \$ 385,697 | \$ 93,541 | \$ 6,338 | \$ 146,999 | \$ 147,231 | \$ 13,316 | \$ 219,500 | \$ 183,735 | \$ 318,553 | | | \$ 1,520,833 |
| Reduced by (Current Report - Last Report) | \$ - | \$ - | \$ - | \$ - | \$ (250) | \$ (67) | \$ - | \$ - | \$ (599) | \$ (24) | \$ (2,772) | \$ (235,216) | \$ (238,928) |
| Total Reduction in AR Prior Semesters (Since Last Report) | | | | | | | | | | | | | \$ (238,928) |

| | Summer 2020 | Fall 2020 | Spring 2021 | Summer 2021 | Fall 2021 | Spring 2022 | Summer 2022 | Fall 2022 | Spring 2023 | Summer 2023 | Fall 2023 | Totals | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|----------------|--------------|----------------|
| Total Reduction Since June 2023 Report | \$ (186) | \$ (16,881) | \$ (3,661) | \$ (500) | \$ (11,638) | \$ (8,424) | \$ (807) | \$ (66,257) | \$ (92,008) | \$ (295,139) | \$ (3,752,132) | \$ (235,216) | \$ (4,482,848) |

| Summer 2024 | | | | |
|--|------------|--------------|--------------|------------|
| | Billed | Paid | Pending | Balance |
| Current Report | \$ 773,015 | \$ (300,800) | \$ (26,083) | \$ 472,215 |
| Prior Report | \$ - | \$ - | | \$ - |
| Difference From Last Report | \$ 773,015 | \$ (300,800) | \$ (26,083) | \$ 472,215 |
| Total Owed by Oncampus (non-prison) | | | \$ (173,834) | \$ 298,381 |

| Total AR (Excluding Spring 2024) | |
|----------------------------------|--------------------------|
| Total Balance Due | \$ 1,898,224.30 |
| Total Reduction Current Report | \$ (238,928.00) |
| Total Since June Report | \$ (4,482,848.46) |

Prison Pending
 Summer 2020 through Spring 2024

Since last report
 Current Total Reduction Balance Prior and Current reports.

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

Report for Board of Governors

Active Positions:

| Staff | Open Positions |
|---|--|
| Staff Athletic Trainer | 1 New |
| Campus Service Worker | 1 Replacement- Dave Moss |
| University Relations Specialist | 1 Replacement- Seth Stover |
| Trades Specialist | 1 Replacement- Dale Cochran |
| Maintenance Worker | 2 Replacements- Ethan Burkhammer/ Jefferey Stewart |
| Director of Clinical Training | 1 New |
| Instructional Designer | 1 New |
| Director of Residence Life | 1 Replacement- Brian Williams |
| | |
| Faculty | Open Positions |
| Assistant Professor of Criminal Justice | 1 New |
| Assistant Professor of Business | 1 Replacement- Leslie Ward |
| Assistant Professor or Lecturer of Business in Second Chance Pell Program | 1 Replacements- Frank Carothers |
| Assistant Professor of Education | 2 Replacements- Connie Stout/ Luke Bendick |

New Faculty/Staff:

- Brandon Mollohan - Security Guard
- Justin Emerson - University Relations Specialist
- Lexie Price - Administrative Assistant
- Kyle Persinger - Administrative Assistant
- Megan Evans – SSS Teacher/Counselor
- Austin Meck - Maintenance Worker

Retirements:

- Cheryl McKinney – 40 years

Submitted by: *Rita Hedrick-Helmick, Vice President for Administration and General Counsel*

LEGAL

- The ex-employee lawsuit was argued in Intermediate Court May 21. I attended the argument.
- Discovery was due in the other lawsuit May 10. IT helped Tom and me get all the texts, emails, etc. from our phones and computers and all is timely submitted.
- No grievances.
- The student with the Domestic Violence Protective Order went home to Ohio for the summer.

CRISES RESPONSE MANUAL

- Ann emailed updates which we are incorporating into the manual. The manual is being typed with the updates included.

FACILITIES

- Health Sciences at Waco—floor was poured May 28; ceiling height had to be adjusted because of heating/cooling infrastructure.
- Amphitheater—requires new wiring; the current wiring was installed in 1970. IT met with contractors to install a new fiber route through campus for this project. The new route will be outside of the construction zone. Hopefully construction will begin late summer.
- Clark Hall—the cupola is finished and completely installed with its copper top. It needs wiring and lighting. The interior is almost finished; need to hire a painter which we are working on.
- Print shop—probably moving downtown beside United bank. A few options exist but the shop needs considerable space and equipment is large and heavy so the floor must be able to support the weight.
- LBH--IT's move to the fourth floor means fiber must be moved; the CTE lab is moving. The workers who will complete plumbing and electrical work will be on site soon. We anticipate receiving a plan from the structural engineer for demolition within 30-45 days.
- Lilly Gym--The limestone over two of the entrances to the P.E. Building is failing; the curved entrance lost quite a bit of limestone; the other entrance that is failing is the entrance closest to Clark Hall; the entrance to Public Safety is the only safe entrance in the building. We have a structural engineer at LBH from McKinley; Tom took him to look at the damage to the PE Building. The structural engineer will figure out how to remediate and repair the damage.
- Facilities will evaluate the furniture left behind by Education to determine if any is usable.
- New locks should arrive in the next few months. Once installed, this should help protect the University from Clery claims.
- When we initially made our ask for deferred maintenance money, we included enough to pave all parking lots. With the reduced amount we received, we do not have enough money to pave all of the lots. The ones that are not paved will be sealed.
- We need 2 chillers--one in the library and one in Mollohan; air conditioners in offices are outdated. Goodwin's main lines on third floor need to be re-insulated.

- Campus Carry update: we will have a safe room. Ballistic panels and gun safes will be ordered soon. Lisa Eagle is printing signage in the Print Shop.

HOUSING CORPORATION

- Both faculty members resigned from the Committee; Gerda Kumpiene volunteered to serve as the faculty representative. Charlie Yakubow continues to serve as staff representative. Officers will remain the same for next year: I will continue to serve as President; Tom is Vice-President, Tim Henline is Treasurer, and Teresa is Secretary.
- The spring walk-through has not yet taken place. We have been a little busy with legal and deferred maintenance. We will schedule the walk-through to include all employee housing and we will set priorities for maintenance.
- We are going to hire a Housing Corp manager to take complaints and make repairs.
- The next meeting is scheduled for November 14.

OFFICE OF CIVIL RIGHTS

- In 2012, GSC failed to implement Title IX. The Office of Civil Rights has been communicating with us for two years. We started two years ago with about 37 action steps that had to be satisfied. Our first report was three huge notebooks. We currently are working to satisfy our fourth mandate from OCR. Our three prior reports have satisfied all but three action steps. Currently Casey, Naomi, Tegan, and I are working on this and will submit before the deadline in mid-June.

NEW TITLE IX REGULATIONS

- On April 19 the new Title IX regulations were released and will become effective August 1. Title IX's "promise [is] that no person experiences sex discrimination in federally funded education." The current rules stipulate that schools only need to investigate claims that meet a certain threshold of sex discrimination and are made through a formal reporting process. The current rules raise the bar of proof for sexual misconduct on college campuses. Investigation of cases that occur off campus is prohibited.
- When the new regulations become effective, college student survivors will no longer be required to attend live hearings or go through cross examinations. And people will be given the right to "prompt and equitable grievance procedures." LGBTQ+ students will be guaranteed protection under the law if they are discriminated against for their gender identity or sexual orientation. Pregnant and parenting students who might receive unwanted sexual attention, shame or punishment at schools will be granted more protections from sex discrimination in the admissions process and on campus.

ADA

- The ADA team is processing requests as they receive them. Accommodation requests will no longer be made unilaterally but rather with a team approach.

IT

- Downloaded emails and disabled accounts for employees who are not returning.

- Contractors are rewiring floors in LBH that will be used for office space when demolition occurs; these spaces previously were not used for offices.
- Grandview Systems, Inc. updated cameras in the Science Hall nursing lab and repaired cameras in the Crime Scene House which sustained water damage during the winter.
- New switches arrived at Alpha Technologies and are awaiting installation; the new server array is ordered with deferred maintenance money—IT is waiting for availability and installation.
- The new lock system for Goodwin is ordered; IT is waiting for availability and installation.
- Starrez (new housing software) launched.

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

Scholarships Awarded FY 24

- 408 Students Awarded Scholarships (+65)
- 698 Foundation Scholarships Awarded (+124)
- \$907,776.84 Foundation Scholarships (+\$168,818)
- \$2,225 avg. per student

Tuition Discounts Offset:

- \$493,792 Offset
- Morris Foundation – additional \$500,000 tuition discount offset

Scholarship Comparison

| | FY 24 | FY 23 | FY 22 | FY 21 | FY 20 |
|---------------------------------|--|---------------------|------------------|------------------|------------------|
| Scholarships | 698 | 574 | 534 | 403 | 301 |
| Students | 408 | 343 | 352 | 301 | 214 |
| Tuition Discounts Offset | \$493,792 | \$394,636 | \$300,000 | \$100,000 | 0 |
| | *\$500,000 | *1.2 Million | | | |
| Total Awarded | \$907,776.84 *5/21/2024 | \$737,006 | \$678,993 | \$425,692 | \$318,782 |

Foundation Updates:

- Launched Award Management – Scholarships
- Launched Crescendo – Planned Giving Platform
- United Bank Loan Renewal
- Offset more athletic expenses with PAC
- Research Caravan Meetings, travel tour
- Professional Development
- Evaluate fee structure
- Research ways to increase alumni & annual fund donors
- Update strategic & operational plans

Marketing Update:

- Pioneer Media Podcast – launch this fall for faculty, staff and students
- Pioneer Progress – go to print by September 1st.
- GSU Website – Researching options and opportunities, working with IT department to ensure the website is functional and stands out from other university sites.
- Social Media – gathering content for summer postings, creating interactive posts that will keep our engagement up.
- Media Contracts – evaluating all current contracts, building relationships with our partners, and planning our new fiscal year.

Government Affairs Update:

- Attended April Interims
- Attended May Interims, special session
- Legislature Approved \$83 Million to be distributed through the HEPC
 - 32 Million – PEIA Increases, Operational costs
 - 40 Million – WV Grant Increases

- 11 Million – College Access Grant Program
- August Interims & Special Session – back of the budget surplus

Alumni Update:

- Alumni Awards Banquet
- Alumni Oral History Project
- 1974 50 Year Graduates
- Retiree faculty and staff appreciation luncheon
- Planning several summer events including GSU Night at GoMart Park, GSU Night at Lambert’s Winery, and a Roane County Alumni Chapter event

Research Corporation Updates:

SUBMITTED GRANTS – PENDING

- \$2,258,000 - CDS Request to Senators Manchin and Capito
 - Strategically Enhance Health Sciences Programs
- \$55,785 - USDA Distance Learning and Telemedicine - technology for the build-out in Waco.
- \$793,794 - ARC POWER In Partnership with Fairmont State University (Total \$1,990,600)
 - support career development on campus, primarily place STEM students into STEM careers.
 - (Dr. Sara Sawyer, Dr. Brooke Fincham, Dr. Shalika Silva)
- \$39,000 - build capacity for rural communities and regions.
 - Pioneer Network, developing and implementing plans to strengthen talent development
 - rural learners have paths to good jobs in their communities.
- \$50,000 - (WV-INBRE) Center for Natural Products Research
 - support research on programs related to the discovery of and/or the application of natural products to chemotherapy. - (Dr. Shalika Silva)

Pioneer Network:

Co-hosted RPN Federal Partners Event – Summersville Arena & Convention Center with more than 200 attendees, including more than 100 speakers and dozens of federal representatives.

Rural Partners Network Communities to Now Benefit from USDA Update to Funding Priorities

WASHINGTON, June 5, 2024 – U.S. Department of Agriculture (USDA) Rural Development Under Secretary Dr. Basil Gooden today announced that the agency is ***now awarding extra points to program applications*** seeking funding for projects in selected and future [Rural Partners Network](#) (RPN) communities. The update applies to funding notices published on or after June 1, 2024.

Through RPN, USDA works with federal, state and local partners to make resources available for community-driven plans and projects. The Biden-Harris Administration launched RPN in April 2022 to ensure rural communities receive their fair share of federal funding and support. Currently, RPN supports community networks in Alaska, Arizona, Georgia, Kentucky, Mississippi, Nevada, New Mexico, North Carolina, West Virginia, Wisconsin and Puerto Rico.

Read [full stakeholder announcement](#).

Upcoming Events:

- June 12 Women’s Leadership Circle “Let’s Taco ‘Bout Summer”
- June 20 – 23 West Virginia Folk Festival

- August 14 GSU Alumni, Family, and Friends at Lambert's Winery
- September 28 Athletic Hall of Fame
- October 12 Homecoming versus Frostburg
- February 17 GSU Legislative Reception in Charleston
- February 18 GSU Day at Capitol
- February 19 Founders Day of Giving

Submitted by: *Dr. Jason Yeager, Vice President for Enrollment & Student Life*

Report for Board of Governors

1. Summer Enrollment

- Summer enrollment headcount

2. Fall Enrollment

- Fall enrollment and registration
- Department Vacancies
- Scholarships
- Travel
- Award Ceremonies
- Graduate Programs
- Graduate Positions
- Nursing
- International Recruitment
- International Travel
- ASC
- SSS

3. Housing

- StarRez – CRM for housing
- Summer
- Fall
- Graduate Housing

4. Student Life

- Orientation
- Leadership Conference

Fall enrollment predictions based on current registration numbers

Board of Governors: Academic Affairs

18 June 2024

Includes Academic Affairs Committee Report from 29 May 2024

GLENVILLE STATE UNIVERSITY

Academic Affairs Update - June 2024



Strategic Plans

- Unit Strategic Plans received from (and sent as attachments to this presentation)
 - Athletics (Skiles)
 - Development (Hutchison)
 - Business/Finance (Henline)
 - Enrollment Management and Student Affairs (Yeager)
 - Some Academic Units (Criminal Justice, Fine Arts, Health Sciences, Library, Science & Math)
 - Still needed from Administration, Academic Affairs, and Departments of Business, Education, Land Resources, Language & Lit, Social Sciences



Curriculum Foci for 2024-25: Plans of Study

- Plans of study and course rotations
 - Statewide, about half of students are blocked in degree completion by schedule issues
 - That is, the course they need is not available at the time of day or in the semester that they need it
 - For us, this also translates to undersubscribed courses or courses arranged for just one person
 - Students opt for online if an appropriate in-person section is not identified
 - Each additional class a part-time student takes in a term equates to 17% higher odds of completion



Curriculum Foci for 2024-25:

Development of online microcredentials, certificates, and possibly programs

- Online education extends our reach, with caveats that become effective July 1, 2024:
 - 500+ outside of WV = separate authorization
 - Out-of-state students in licensure programs (e.g., education, land resources) cannot take online course in first semester without requiring us to certify that the program meets licensure requirements in their state of residency
 - Out-of-state students in online degree programs leading to licensure (e.g., Master of Arts in Teaching, Master of Arts in Counseling Psychology) may not enroll and may not receive federal financial aid unless our program meets their home state licensure requirements
- Online education has a higher profit margin than in-person education
- To provide faculty with the needed support to provide online education with excellence equal to our in-person instruction, we are recruiting for an instructional designer
 - Couple of leads already, even before posted



Changes in HEPC Series

- Series 10 (Policy Regarding Program Review and Planning) will be modified, but stays the same for this year (and the coming year?)
- Series 21 (Freshman Assessment and Placement Standards) repealed
- Series 23 (Standards and Procedures for Undergraduate Admission for 4-year universities) modified
 - ACT/SAT scores optional, but only 10% of entering 4-year students may be students without an ACT score of 18 (or SAT equivalent) may have a GPA below 3.0
 - ACT/SAT scores may be waived altogether for students graduating high school more than five years prior
 - AS/AA admissions standards cannot be lower than those for Career/Technical 2-year colleges (which are still under revision)
- Series 59 (Awarding Undergraduate College Credit for Prior Learning, Advanced Placement Credit, College-Level Examination Program, and Nursing Career Pathways) modified to also include microcredentials, which the state is very excited about



Dual Enrollment/Dual Credit Pathways

- Beginning in 2023-24, the state paid \$75/credit hour for students enrolled in an approved pathway leading toward a career deemed to be in demand in West Virginia
 - Our normal rate is 25/credit hour, paid by the students or their schools
- We have four approved pathways (teacher ed, social services, land resources, health sciences)
- Schools have been encouraged to submit at least one more (i.e., hospitality industry; for us that would be management)
- We likely have others that could (and should?) be approved (e.g., criminal justice)



Other Items

- Need to consider multi-year (3-year?) appointments for non-tenure track faculty
 - Relatedly, need to revise lecturer description in our policies, as currently indicates “temporary” status

Unit Strategic Plans and/or Operations Plans Drafts
June 2024

Advancement.....2

Athletics.....4

Business and Finance.....5

Enrollment Management and Student Affairs

Operations Plan.....13

Strategic Plan.....16

Academic Units

Criminal Justice.....17

Fine Arts.....18

Health Sciences.....19

Library.....20

Science and Math.....21

Glenville State University Office of College Advancement Strategic Goals

Over the next five years, the Office of College Advancement will:

Increase awareness of and advocacy for the University resulting in broad recognition of GSU's teaching, learning, and service excellence:

- *Marketing/Branding:* Informing internal and external audiences; ensuring consistency in the look and feel of messages and outreach materials
- *Internal Communications:* Using online news page, keep the campus community informed; provide the campus with the tools to support, recruit, and retain students through quality, impactful materials
- *External Communications:* Utilize earned media to tell the story of GSU and its community; develop materials to engage and inform external audiences; utilize new and traditional means to monitor effectiveness of external strategies
- *Initiatives:* Expand team to support workload, continue to provide support to campus constituents
- *Governmental Outreach:* Protect and promote GSU's reputation by emphasizing their importance as a Public Higher Education Institution in Central West Virginia and beyond

Broaden and deepen constituent engagement with the University, developing meaningful relationships with GSU's alumni, friends, and students:

- Develop shared engagement strategies aligned with institutional and college priorities and shared engagement services that assist with the work of colleges, units, and volunteers
- Expand regional strategies to engage alumni and friends around the state and country
- Enhance early engagement strategies and leadership opportunities to strengthen the bond between GSU and its students and young alumni
- Strengthen ongoing relationships with alumni and friends through volunteer engagement
- Increase outreach efforts in diverse communities to leverage new and existing partnership opportunities

Expand philanthropic support to the University:

- Develop and implement comprehensive fundraising strategies anchored to institutional priorities
- Enhance pipeline to prepare alumni, donors, and prospective donors to make increasingly significant and planned gifts to all areas of the University
- Increasing the scholarship endowment while offsetting the amount needed for institutional discounting

- Extend partnerships throughout the campus and state to increase productivity and participation in philanthropy
- Improve donor retention through focused donor relations and stewardship strategies
- Increase the quantity of major, annual, and first- time gifts by employing innovative fundraising strategies
- Expand grant proposals, both governmental and private entities, supporting the overall mission of the College

Enhance the campus philanthropic culture and continue to build a top-performing Advancement organization with an integrated infrastructure and a highly collaborative focus

- Actively engage campus and communicate the structure and purpose of the Advancement organization
- Identify and recognize volunteers for their service to the University
- Fine tune management systems and policies for better services and stronger results
- Invest in efforts to recruit and retain a diverse staff and provide professional development opportunities throughout all career stages

ATHLETICS – OPERATIONAL PLAN – FY23

I – NET REVENUE

- A. Enrollment Management (roster goals / retention)
- B. Fundraising (ONE FULL NCAA EQ)
- C. Work with the staff in utilizing sound management of operational budgets
- D. Establish new sponsorship opportunities and partnerships
- E. Improve Attendance through creative marketing

II – RECRUITMENT – RETENTION

- A. Attainment of appropriate roster goals
- B. Attainment of mid-year and year-to-year retention goals
- C. High volume recruitment (talent and numbers)
- D. Aggressive marketing efforts

III – ACADEMIC SUCCESS

- A. Improve the department's Academic Profile
- B. Recruit more WV Promise Scholars
- C. Better support for students with academic issues
- D. Improve the relationship with Faculty

IV – ALUMNI OUTREACH

- A. Update Alumni Database (per sport)
- B. Produce two more history publications (Lady Pioneers 2022 & Football)
- C. Honor past championship teams (FB Dynasty Day – 1970 & 1972 MBB – 1989 WBB – 2002 Final Four)
- D. Create more alumni events (teammate breakfasts, golf outings, Homecoming, Winter Homecoming)
- E. Special Fraternities (Homecoming Queens, Pioneer Mascots, Past Head Coaches/AD's)

V – FACILITY MANAGEMENT

- A. Keep Athletic Facilities workable and attractive
- B. Timely and Transparent Scheduling processes and practices
- C. Address needed updates
- D. Maintain strong relationship with Maintenance staff

VI – STAFFING

- A. Evaluate Coaches (can they win on our strategic plan)
- B. Support and foster the growing G.A. program
- C. Weekly individual meetings with in-season coaches
- D. Bi-Weekly meetings with out-of-season coaches
- E. Provide staff process training
- F. Provide and orientation day for new head coaches

VII – FUNDRAISING

- A. Foster a strong relationship with each member of the Foundation
- B. Attack a plan with the goal of each program raising one NCAA EQ (22,040)
- C. Produce a strong Concessions operation by maximizing game profits

SECTION I: STRATEGIC PLAN ALIGNMENT

The following tables in section one represent the University’s strategic plan’s vision, strategic priorities, projects to advance the strategic priorities, action steps to accomplish the projects, and both the projected and actual outcomes. Projected Project Outcomes must be stated in measurable terms.

| Strategic Priorities and Goals as identified in the Strategic Plan | Key Strategies | Projects to advance the key strategy as identified in the Strategic Plan and Action Steps to Accomplish the Project | Projected Project Outcomes | Actual Outcomes | Individual or Committee Responsible for Goal Completion |
|---|--|--|--|-----------------|---|
| Strategic Priority 1: Deliver Quality Education | | | | | |
| A. Goal 1- Enhance and recognize professional development for faculty and staff | 1. Attract diverse faculty to open and welcoming campuses | Development of long-term strategies to enhance offerings to potential faculty and staff. Improvements in facilities and faculty housing. | Increase in the quality of new faculty and staff. | | |
| | 2. Recognition of faculty and staff for professional development. | Certificates or other recognition items. | Improvement of faculty and staff morale. Increased sense of appreciation. | | |
| | 3. Increase participation in professional development | Marketing of professional development opportunities. Development of an expanded budget for faculty and staff professional development. | Increase in the effectiveness of faculty and staff | | |
| B. Goal 2- Establish and promote relevant academic programs | 1. Complete relevant and timely research into job market needs and desired student programs. | Invest in research platform that utilizes latest trend data for job markets and desired student programs in market. | Improved understanding of effective academic programs. Improved understanding of desired programs of students. Leading to more effective programs. | | |

| | | | | | |
|--|--|--|---|--|--|
| | 2. Promote continuous improvement in programs and resources | Develop program analysis programs. Utilize data derived from new instructional enhancement and maintenance position. | Improved programs and resources leading to better outcomes for students and improved moral and effectiveness of faculty and staff. | | |
| | 3. Implement academic excellence initiatives | Develop committees specific to academic excellence initiatives. | Development of researched academic excellence initiatives will lead to increased performance and retention of students. | | |
| | 4. Feature individual programs | Market individual programs by targeted marketing. | Increased awareness of programs offered by the institution. Leading to increased enrollment and increased partnerships and community involvement. | | |
| C. Goal 3 - Attain and/or Renew Relevant Professional and Regional Accreditations | 1. Maintain accreditations of programs and the institution | Purchase of Monday.com to ensure compliance with deadlines. | Compliance with accreditation and professional regional accreditations deadlines will be met | | |
| D. Develop Academic and Educational Pathways to responsible citizenship and meaningful lives | 1. Seek out avenues to fund pathways. | Work with committees to see how finance can assist with this process. | Funding of avenues and pathways will lead to more responsible citizenship and foster more meaningful lives. | | |
| E. Enhance Instructional Facilities | 1. Create an instructional enhancement and maintenance position. | Develop a committee to create the position and ensure proper job duties are outlined. | Will lead to overall better instructional facilities improvement. Increasing enrollment and retention, while also improving moral of faculty. | | |
| | 2. Completion of deferred maintenance. | The Governor's deferred maintenance | Resolving deferred maintenance issues will | | |

| | | | | | |
|---|--|---|--|--|--|
| | | program. Work with maintenance to look at additional deferred maintenance issues. | lead to an overall sense of pride and reduce issues for students, faculty and staff. | | |
| Strategic Priority 2: Foster Equity | | | | | |
| A. Goal 1- Increase the presence of the underserved and historically underrepresented among faculty, staff, and student populations | 1. Development of a continuous program of enhancement relative to each of the populations. | Work with each component of campus to develop a program to enhance each of the populations. | Development of programs will lead to more awareness and increase the availability and accessibility of these populations within the University. | | |
| | 2. Seek out funding avenues for scholarships for each of the populations. | Work with Foundations to develop scholarship initiatives and seek out grant opportunities to serve each population. | Scholarship opportunities can address one of the main issues these populations face when attending higher educational institutions. Leading to increased enrollment and retention within the University. | | |
| | 3. Implement strategies that achieve a continuum of student success | Work with each component of campus to develop strategies targeted at student success by developing a budget for these activities. | These strategies will lead improved enrollment, retention and satisfaction of the University's student population. | | |
| | 4. Support enrolled students through structured services | Development of a "single source" for all information and interaction with every area of campus. | Single source information will lead to easier processes across campus, reduce redundancy, and improve student success. | | |
| B. Goal 2- Establish a Diversity Officer, | 1. Support the Office of Diversity. | Development of new funding opportunities | New funding opportunities will | | |

| | | | | | |
|---|--|--|---|--|--|
| Diversity Center, and Diversity Equity Inclusion Committee | | to enhance the Office of Diversity | increase the success of diversity initiatives across campus. | | |
| C. Goal 3 - Enhance international programs and opportunities | 1. Increase the number of International students and international programs. | Development of a budget for International in FY25. Find additional funding opportunities for international programs. | A budget will allow international programs to increase the numbers of international students and support international initiatives to increase student success. | | |
| D. Goal-4 - Enhance equity programs and opportunities | 1. Development and funding of new equity programs. | Development of a taskforce to create new programs for equity on campus with a budget to meet taskforce goals. | A budget for this taskforce will lead to more equity programs across campus. | | |
| E. Goal – 5 Strengthen curriculum offerings that encompass diversity | | | | | |
| Strategic Priority 3: Enhance Financial Position | | | | | |
| A. Goal 1- Increase enrollment and retention in a predictable and sustainable fashion | 1. Development of new scholarship programs. | Work with foundation to develop new scholarship programs for each program on campus to ensure a baseline of new students while increasing retention rates. | New scholarship programs across disciplines will lead to increased enrollment and retention. | | |
| | 2. Attract and retain qualified, diverse, and dedicated employees | Improve interrelationships with faculty, staff and students, by developing programs that ensure increased collaboration. | Improved interrelationships will lead to student and employee success across campus. | | |
| B. Goal 2- Implement Software, Business Process, and Reporting | 1. Optimize educational delivery systems and | Improve processes related to accounts payable, accounts | New state-of-the art software and systems will lead to significantly | | |

| | | | | | |
|---|--|--|--|--|--|
| Improvements technological infrastructures | institutional support systems | receivable and all financial support systems, with new software. Link new software to Banner, OASIS and other software on campus. | improved processes across campus. Leading to the reduction or elimination of significant redundancies, a significant decrease in errors and overall higher level of performance for faculty and staff. | | |
| | 2. Optimize reporting processes. | Improve reporting processes across campus with new Business Intelligence software. Utilize across every component of campus. | Improved reporting will give faculty and staff the necessary tools to make timely and informed decisions relative to programs and intuitional processes. Leading to improved student success and overall improved performance. | | |
| C. Goal – 3 Develop Strategies for pursuing grant awards and partnerships | 1. Develop increased budgets for grants and partnerships. | Utilize the increased budget to improve and enhance the current grant and partnership team. | Will lead to an increase in the number of grants awarded as well as the number of partnerships. | | |
| D. Goal – 4 Develop, Maintain, and Fund a Master Capital Operating Plan | 1. Increase the amount of funding for the master capital plan. | Work with foundation, grants, and other stakeholders on campus to develop a strategy to increase the overall funding over the next five years. | Increasing funding will lead to a more sustainable institution and allow the institution to expand programs and or maintain current programs while reducing preventive maintenance costs by allowing for a preventive maintenance program. | | |

| Strategic Priority 4: Enhance Community Engagement | | | | | |
|---|--|--|--|--|--|
| A. Goal 1- Develop shared engagement strategies aligned with institutional and community priorities | 1. Increase experiential and work-based learning opportunities | Develop more partnerships with organizations and community entities on the program level. | These partnerships will lead to better outcomes for students increasing the funding for the University. | | |
| | 2. Implement models to track and communicate opportunities, data, and resources | Develop a single source software system to house all opportunities for students. | This single source will provide a mechanism for students to seek out opportunities in an adaptable student focused environment. | | |
| B. Goal 2- Develop clear systems of communicating events/updates to and from the community | 1. Ensure the accuracy, security, and ease of use of the university's website and data | Develop an data improvement committee that will establish a process to improve data across campus. | Will lead to more accurate and timely information to the community. Will lead to a reduction in data errors. | | |
| C. Goal – 3 Increase number of, access to, and visibility at events that serve the community | | | | | |
| D. Goal – 4 Increase community connections through expanding service learning, job shadowing, internships | 1. Develop and sustain relationships and opportunities | Create a budget for a program to reach out to the community, organizations. | Increased community awareness of the institution and its offerings. Enhancing of relationships with organizations and increasing opportunities for students. | | |
| E. Goal – 5 Make the campus more inviting and accessible; capitalize on the existing campus facilities and activities | 1. Maximize use of physical facilities | Develop a strategy to maximize the utilization of campus facilities and increase the participation in campus activities. | Will lead to increased efficiency of campus facilities. Will lead to enhanced relationships with the community. | | |

SECTION II: ADDITIONAL GOALS

The objectives, projects, and action steps noted in this section of the operational plan are those which do not directly align with the College's 2015-2020 Strategic Plan. The Planned objectives must reflect, however, the College's distinctive mission, planning initiatives and/or accreditation-related initiatives if they are not related to the College's strategic plan.

| Projects to advance the Objective and Action Steps to Accomplish the Project | Projected Project Outcomes and Date of Anticipated Completion | Actual Outcomes and Date of Completion or Progress Toward Future Project Completion | Title of Individual or Committee Responsible for Goal Completion |
|---|--|--|---|
| President 1. | | | |
| Provost/VP of Academic Affairs 1. | | | |
| VP of Finance and Administration 1. | | | |
| Director of Human Resources 1. | | | |

SECTION III: FUTURES PLANNING

What is the major unit aspiration through 2025? What major directions or changes do you anticipate in areas within your leadership circle? What are your recommendations for Strategic Goals, Objectives and/or Projects to Accomplish Objectives you would recommend be added to or amended in the current Strategic Plan? What changes would you recommend be made within the College's operations (facilities, programs, technology, human resources, etc.) to strengthen the College's mission?

**Strategic Plan – Jason Yeager
Enrollment & Student Affairs**

Deliver Quality Education

Goal 1: Enhance and recognize professional development for faculty and staff

- Training that would add value to Admissions Counselors – Enrollment management conferences and seminars geared toward inclusion and diversity

Goal 2: Attain and/or renew relevant professional and regional accreditations

Goal 3: Establish and promote relevant academic programs

- Analyze and interpret data generated through our CRM and collected in the field that supports certain program interests.
- Said interests can be narrowed both geographically and demographically.

Goal 4: Enhance instructional facilities

Grants

Foster Equity

Goal 1: Increase the presence of the undeserved and historically underrepresented among faculty, staff, and student populations

- Invest in Hidden Promise / Student Support Services and other programs that foster underrepresented students.
- Target low income regions in WV and embrace a similar mandate in neighboring states.

Goal 2: Enhance equity programs and opportunities

- Hidden Promise / SSS – Target low-income / First generation population
- First year advising / one-stop-shop and orientation

Goal 3: Strengthen curriculum offerings that encompass diversity

Enhance Financial Position

Goal 1: Increase enrollment and retention in a predictable and sustainable fashion

- Build out international recruiting efforts and focus on non-student athlete enrollment.
- Increase out of state student population while simultaneously incorporating the goals outlined in our diversity strategic plan.
- Partnering with Dual Enrollment and off-campus programs.
- Increased the number of programs for high school students allowing that demographic to early access to GSC curriculum while preparing them to transition from high school to college. (EQT)
- Partnering with other Universities (Marshall) Nursing program (Fall, 2022).

- Expand graduate program offerings.

Goal 2: Implement software, business process, and reporting improvements

- Partner with a CRM company (Slate)
- Identify a system that can incorporate all of our information needs that ties into the business office.

Goal 3: Develop strategies for pursuing grant awards and partnerships

- The college hired Leslie Mason in (November, 2021) to fill an Administrator over grants position housed in the Office of College Advancement.
- We need to hire someone in the business office that can provide this institution with a similar service (Fall, 2024).

Goal 4: Develop, maintain, and fund a Master Capital Operating Plan

- GSC should craft a capital project list that forecasts 5 to 10-year initiatives (January, 2022).

Enhance Community Engagement

Goal 1: Develop clear systems of communicating events/updates to and from the community

- Utilize Dustin and Alumni Relations to achieve this objective.

Goal 2: Increase number of, access to, and visibility at events that serve the community

- Our institution needs to establish standing annual events that incorporate our students and the community at large. (Folk Festival) – but geared more towards a younger demographic. The annual Derby gathering is also an example.
- Increase Outdoor Adventure budget and partner with other colleges and universities.

Goal 3: Increase community connections through expanding service learning, job shadowing, and internships.

- Dual Enrollment will play a part in this initiative.
- Career Services – expanding that program and partnering with local businesses.

Goal 4: Make the campus more inviting and accessible; capitalize on the existing campus facilities and activities.

- The roundabout is an example of how landscape alterations can make our campus much more appealing to prospective students and inviting to those in our community.
- The signage that has been installed on Mineral Road and around campus is another great example.
- Flags up the hill need to tie into the same theme downtown.

- All of these efforts should be geared towards making GSU look more like a University. The follow-up piece to that is a campus store downtown and more community involvement in our decision-making process from the Development Board.
- Rails and trails, as well as rafting ideas in Glenville would work and cost very little to implement.

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

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

| GOALS | INITIATIVES & PROJECTS | TASK TIMELINE & SUCCESS INDICATORS |
|---|--|--|
| <u>Increase enrollment</u> | <u>Increase enrollment</u> | <u>Increase enrollment</u> |
| Develop strategies to expand interaction with potential local, out-of-state, and international students | Actively recruit Dual Enrollment/Credit students (Admissions, Off-Campus Programs) Increase programming/individual visits (Admissions) Establish agreements/partnerships with other universities (Academic Affairs, Admissions) Develop scholarships, including those targeting other states (VPs of Enrollment Mgmt and Advancement) Create partnerships with area companies who have tuition remission policies (VP of Enrollment Mgmt) Collaborate with Workforce Development efforts (Manager of Workforce Development, Admissions) | Increase conversion rate of DE/DC students by 3% Increase all new student enrollment by 3% annually Increase out-of-state enrollment by 3% annually Increase international student enrollment by 3% annually Increase nontraditional student enrollment by 3% annually Timely and effective submission of Student Support Services grant |
| <u>Enhance marketing</u> | Identify/re-recruit students who did not/are not planning to return (Dean, Student Retention; VP, Enrollment Mgmt) Develop programs for unemployed/displaced workers (?) Expand Hidden Promise (Hidden Promise Coordinator, Advancement) Renew Student Support Services grant (Director, SSS; Senior Director of Grants and Compliance) Streamline financial waiver processes (VP of Enrollment Management; CFO) | <u>Enhance marketing</u> |
| Utilize web, print, radio, and TV channels to effectively advertise GSU and attract students | <u>Enhance marketing</u> Restructure web site and webpages to be more attractive and user friendly (PR, Web Technology, VPs, Directors) Develop marketing materials targeted to nontraditional adult learners (PR, Admissions) Geofence and target prospective students and provide targeted materials (PR, Admissions) Improve branding/social media (PR, unit heads) Communicate events/updates to/from alums (Director of Alumni Affairs) | Redesign of website complete by [date] Revision of one-third of webpages by [date]; revision/review of second third of webpages by [date]; revision/review of all webpages by [date] |
| <u>Increase retention</u> | <u>Increase retention</u> | <u>Increase retention</u> |
| Implement university and external partnerships to address barriers to student degree completion | Restructure new student orientation, including Welcome Week and GSU 100 (Student Life, Academic Success Center, Academic Affairs) Create individualized plans to assist students on academic/financial aid probation or suspension (Academic Success, Financial Aid, Faculty Advisors) | Improve overall retention rate of all students to 70% by fall 2026 Improve retention of first-time, full-time degree-seeking students to 60% by fall 2026 Improve retention of first-time, part-time degree-seeking students to 60% by fall 2026 Improve retention of first-time, low-income degree-seeking students by 3% by fall 2026 Improve retention of first-time, under-represented degree-seeking students by 3% by fall 2026 Improve retention of transfer degree-seeking students to 75% by fall 2026 Improve retention of nontraditional degree-seeking students by 3% by fall 2026 |

Mission: The mission of the Glenville State University Criminal Justice Department is to provide high-quality education, research, and service that enhances understanding, critical thinking, and professionalism in the field of criminal justice. We aim to prepare students for careers in law enforcement, corrections, the judiciary, and related fields, while also contributing to the advancement of knowledge and practices in criminal justice.

Vision: To be recognized as a leading academic department in criminal justice education, research, and community engagement, known for its commitment to excellence, innovation, and social justice.

| GOALS | INITIATIVES & PROJECTS | TASK TIMELINE & SUCCESS INDICATORS |
|--|--|--|
| <p><u>Enhance Curriculum Development & Delivery</u> Develop/implement new/updated courses to incorporate emerging trends and best practices in criminal justice Integrate experiential learning opportunities (e.g., field placements, internships) into the curriculum.</p> | <p><u>Enhance Curriculum Development & Delivery</u> Establish advisory board comprising criminal justice professionals to guide program development/ensure relevance to industry needs (Chair, Faculty) Evaluate and enhance teaching methodologies to ensure active engagement and effective learning outcomes</p> | <p><u>Enhance Curriculum Development & Delivery</u> Increase in student satisfaction with the curriculum as measured by annual surveys, with a target satisfaction rate of 90% by 2026 Development or revision of X courses per year</p> |
| <p><u>Expand Research & Scholarship</u> Encourage faculty/student research through grants, scholarships, and research partnerships Foster interdisciplinary collaboration across departments and institutions to address complex issues</p> | <p><u>Expand Research & Scholarship</u> Consultation with Senior Director of Grants and Compliance?</p> <p><u>Promote Professional Development</u> Provide faculty with opportunities for professional development, e.g., conferences, workshops, specialized training (Faculty Development Committee, Provost) Communicate and encourage training and certification/license opportunities for students (Faculty) Establish mentorship programs for professional growth of both faculty and students (Chair, Faculty)</p> | <p><u>Expand Research & Scholarship</u> Growth in faculty publications and research grants, aiming for a 10% increase in grants and peer-reviewed publication by 2026</p> |
| <p><u>Promote Professional Development</u> Encourage professional development for faculty Support students in obtaining certifications, licenses, and additional qualifications relevant to their career goals</p> | <p><u>Strengthen Community Engagement/Partnerships</u> Organize outreach events (e.g., seminars, workshops, public forums) to address community concerns/promote dialogue on criminal justice issues (Chair, Faculty)</p> | <p><u>Promote Professional Development</u> Higher rates of student participation in professional development activities, with at least 80% of graduating seniors obtaining relevant certifications/licenses by 2026 Faculty success factor? % attendance at professional conferences/trainings?</p> |
| <p><u>Strengthen Community Engagement/Partnerships</u> Collaborate with local law enforcement agencies, corrections facilities, courts, and community organizations to provide practical experiences for students and contribute to community initiatives.</p> | <p><u>Enhance Technology Integration</u> Incorporate cutting-edge technological tools, such as data analytics, virtual reality simulations, and online learning platforms to enhance student learning and skill development (Faculty, Instructional Designer) Provide training and support for faculty and students to effectively utilize technology for academic and professional purposes (Instructional Designer, Online Programs Specialist, Chair)</p> | <p><u>Strengthen Community Engagement/Partnerships</u> Expansion of community partnerships, evidenced by a 20% increase in the number of collaborative projects and initiatives with external stakeholders by 2026</p> |
| <p><u>Enhance Technology Integration</u> Prioritize technology infrastructure and resources to support teaching, research, and administrative functions.</p> | | <p><u>Enhance Technology Integration</u> Improvement in technology utilization, measured by an increase in faculty and student proficiency in technology-enhanced teaching and learning methods, with a target proficiency rate [assessed how/on what?] of 80% by 2026</p> |

Mission: The GSU Department of Fine Arts is dedicated to producing creative, independent, and accomplished performers, artists, and educators. It is the mission of this department to enhance the cultural life of our campus as well as our community through performance and educational outreach involving our students, faculty, and guest performers.

Vision: As the epicenter of artistic expression on GSU's campus, the Department of Fine Arts commits to advancing this vital part of a liberal arts education within the GSU campus, Gilmer County, as well as national and international communities.

| GOALS | INITIATIVES & PROJECTS | TASK TIMELINE & SUCCESS INDICATORS |
|---|---|--|
| <p><u>Increase Resources/Preparation for Students</u></p> <p>Provide students with access to a broad array of tools (e.g., lectures, technology, research databases) to create a learning environment conducive to artistic expression as well as academic pursuits.</p> <p>Prepare majors for careers in music, education, and visual arts, with organized educational activities and experiences that contribute to their creative, academic, and professional growth.</p> <p>Ensure well maintained, functional facilities and tools are retained within the Department of Fine Arts.</p> | <p><u>Increase Resources/Preparation for Students</u></p> <p>Continue working with the GSU Foundation on projects such as Day of Giving to raise funds in order to make sure students are able to access proper tools. (Chair, Fine Arts Faculty)</p> <p>Work with Grants Office to find grant opportunities to help supplement and encourage faculty development. (Chair with Senior Director of Grants and Compliance)</p> <p>Monitor career outcomes of alumni (Chair, Director of Alumni Affairs)</p> | <p><u>Increase Resources/Preparation for Students</u></p> <p>“Wish list” of needed expensive items created and priced by October 2024 and provided to Foundations by December 2024.</p> <p>Invite Senior Director of Grants and Compliance to a faculty meeting in fall 2025</p> <p>At least one grant submitted by fall 2026</p> <p>At least x% alumni/ae employed in careers that utilize their degree.</p> |
| <p><u>Creative & Andragogical Excellence</u></p> <p>Engage in the constant expansion of knowledge in education, music, and visual arts through performances, creative activities, and research.</p> <p>Share that knowledge base within the institution, the arts educational community, and the profession.</p> <p>Continue to perform, adjudicate, publish, and produce creative works in order to stay relevant in the field.</p> <p>Provide faculty members with greater incentive and opportunities for professional growth/development.</p> <p>Recognize and encourage the expansive possibilities of the creative and academic facets of the department.</p> | <p><u>Creative & Andragogical Excellence</u></p> <p>Increase the number of in-school performances and art showings in both our immediate border counties as well as places where GSU has less of a presence. (One Art and one Music faculty person)</p> <p>Use areas of growth as a catalyst for expansion by creating partnerships with other institutions. (Chair, Academic Affairs)</p> <p>Reflect on past teaching practices and remain cognizant of changes in both student learning and andragogical techniques. (Faculty)</p> <p>Utilize faculty development opportunities (Faculty, Provost, Faculty Development Committee)</p> | <p><u>Creative & Pedagogical Excellence</u></p> <p>Communication channel established with public school art and music teachers, with at least monthly communication of upcoming shows and performances.</p> <p>Establishment of dedicated high school showing once per academic year</p> <p>Increase by four the number of public schools invited to on-campus dress rehearsals of music ensembles</p> <p>Mini-tour of ensembles to [how many] local high schools following commencement</p> <p>At least two faculty per year engage in faculty development activities (e.g., conferences, profession-specific trainings) by 2025-26</p> |

Mission: The College of Health Sciences provides educational opportunities for students of WV and beyond to meet the healthcare workforce of tomorrow. The College is dedicated to enhancing student success from recruitment of prospective students to providing quality transformative education delivered by expert faculty.

Vision: The College of Health Sciences will be recognized as the premier small institution in WV for students pursuing careers in healthcare within 10 years

GOALS AND OBJECTIVES: *What success Looks Like in the Next Three Years*

| GOALS | INITIATIVES & PROJECTS | TASK TIMELINE & SUCCESS INDICATORS |
|---|---|--|
| <p style="text-align: center;"><u>Enrollment</u></p> <ul style="list-style-type: none"> Increase enrollment in health sciences <p style="text-align: center;"><u>Retention</u></p> <ul style="list-style-type: none"> Improve student retention Improve 4- and 6-year graduation rate <p style="text-align: center;"><u>Academic Quality</u></p> <ul style="list-style-type: none"> Enhance the academic quality in all degrees Improve student experiences in all degrees <p style="text-align: center;"><u>Practicum</u></p> <ul style="list-style-type: none"> Improve practicum experiences <p style="text-align: center;"><u>Program Development</u></p> <ul style="list-style-type: none"> Develop undergraduate majors, minors and/or certificates Develop graduate programs | <p style="text-align: center;"><u>Enrollment</u></p> <ul style="list-style-type: none"> Update current and develop new recruitment brochures Improve Health Sciences webpage Increase social media presence Be proactive in recruiting prospective students Annual meeting with coaches & admission <p style="text-align: center;"><u>Retention</u></p> <ul style="list-style-type: none"> Recruit academically stronger students Develop student organizations, meetings, & activities to build comradery Track student success <p style="text-align: center;"><u>Academic Quality</u></p> <ul style="list-style-type: none"> Improve academic advising; proactive in advising at-risk students Improve course offerings & rotations Increase articulation agreements for health-related professional schools Develop regular rotation of seminars & guest lectures Recruit and retain quality faculty <p style="text-align: center;"><u>Practicum</u></p> <ul style="list-style-type: none"> Build relationship/partnerships for student placements <p style="text-align: center;"><u>Program Development</u></p> <ul style="list-style-type: none"> Develop a major for undergraduate students pursuing health-related professional schools Develop Masters in Counseling Psychology Develop area of emphasis in healthcare administration for MBA Conduct feasibility study for Physician Assistant Investigate certificates Investigate an online degree option in Wellness Management | <p style="text-align: center;"><u>Enrollment</u></p> <ul style="list-style-type: none"> Recruitment brochures for each major by fall 2024 Double the number of Facebook posts each academic year until weekly posts Develop series of recruitment emails and letters for each major 2024-25 Develop a mechanism to immediately send email/letters to prospective students 2025-26 <p style="text-align: center;"><u>Retention</u></p> <ul style="list-style-type: none"> Analyze previous retention data for Health Science majors 2024-25 Develop strategies for implemental improvement in student retention 2025-26 Minimum of one nationally recognized health sciences student organization 2025-26 <p style="text-align: center;"><u>Academic Quality</u></p> <ul style="list-style-type: none"> Analyze course rotations and plan of study for all degrees 2024-25 Minimize course conflicts/overrides 2025-26 Schedule 2 seminars in 2024-25 and increase by 2 each academic year (2025-26 & 2026-27) Develop exit interview/survey for transfers and graduates (2024-25) and implement (2025-26) <p style="text-align: center;"><u>Practicum</u></p> <ul style="list-style-type: none"> 3 agreements in 2024-25 and increase by 2 each academic year (2025-26 & 2026-27) Minimum of one placement in each pre-professional area of emphasis by 2026-27 <p style="text-align: center;"><u>Program Development</u></p> <ul style="list-style-type: none"> Health Sciences major approved for 2025-26 catalog Masters in Counseling Psychology approved by fall 2025 Healthcare Administration approved by fall 2026 |

Mission: The Robert F. Kidd Library at Glenville State University exists to promote the ability to use information to engage the learner in the educational experience and facilitate the learning process through qualified personnel who provide a wide variety of services supporting the individual information needs of its constituents.

Vision: All Glenville State University students will graduate with a broad understanding of all types of information available to them with the ability to decipher what information resources are reliable and what are not.

GOALS AND OBJECTIVES: What Success Looks Like in the Next Three Years

| <u>GOALS</u> | <u>INITIATIVES & PROJECTS (indicate point people)</u> | <u>TASK TIMELINE & SUCCESS INDICATORS</u> |
|--|--|--|
| <p style="text-align: center;"><u>Deliver Necessary Resources</u></p> <p>-Provide the campus community with the supplementary resources necessary to operate effectively with limited resources</p> <p style="text-align: center;"><u>Utilize Fiscal Resources Appropriately</u></p> <p>-Make financial decisions around what is best for the campus, as a whole with special attention paid to cost/benefit of these services and other activities</p> <p style="text-align: center;"><u>Enhance Community Engagement</u></p> <p>-Develop and maintain relationships with the external community which includes alumni, the city of Glenville, the state of West Virginia, and beyond</p> | <p style="text-align: center;"><u>Deliver Necessary Resources</u></p> <p>-Provide more individual courses with Information Literacy Sessions (Library Director & Staff Librarian)</p> <p>- Monitor the satisfaction and academic success correlations of the campus community’s usage of the library’s services (Library Director)</p> <p style="text-align: center;"><u>Utilize Fiscal Resources Appropriately</u></p> <p>-Increase the cost/benefit ratio of subscription services (Library Director)</p> <p>-Explore external funding for special projects and archival operations to enhance the library’s operations at little to no cost to the institution (Library Director)</p> <p>-Monitor budget allocations and expenditures closely with the Business and Finance Office to keep everyone informed (Library Director)</p> <p style="text-align: center;"><u>Enhance Community Engagement</u></p> <p>-Advance the University Archives in regard to accessibility and marketing (Library Director and Staff Librarian)</p> <p>-Network with alumni and other community members in regard to library services, community-oriented events, Glenville festivals, and archival-related campus functions and projects (Library Director)</p> | <p style="text-align: center;"><u>Deliver Necessary Resources</u></p> <p>-Work with faculty to hold 25% more in-class Information Literacy Sessions over the next 3 years</p> <p>-Develop 1 recorded and individualized online Information Literacy Sessions for each discipline over next 3 years</p> <p>-Maintain faculty and student satisfaction with library operations monitored through yearly surveys with a 90% satisfaction</p> <p style="text-align: center;"><u>Utilize Fiscal Resources Appropriately</u></p> <p>-Apply for, at least, 1 grant a year to supplement the library’s operations</p> <p>-Place additional emphasis on subscription services with higher cost-per-usage ratios to see this number lower each year</p> <p style="text-align: center;"><u>Enhance Community Engagement</u></p> <p>-Process 3-5 archival collections each semester with online finding-aids made accessible</p> <p>-Use archival resources to post on social media at least 10 times each semester to garner interest in the library’s operations</p> |

Department of Science and Mathematics

MISSION: The Department of Science and Mathematics prepares students for careers in biology, chemistry, mathematics, and related fields. This includes preparing students for careers in science and mathematics education, preparing students to enter the workforce as practitioners in science- and math-related disciplines, as well as preparing them to enter and become successful in graduate and professional schools.

VISION: Science and Mathematics will be recognized as one of the premier departments in the region for providing excellence in science and mathematics education. The department will achieve a stellar reputation for delivering not only a quality classroom education, but also for fostering scientific and mathematical inquiry through student research and for perpetuating this standard through outreach to public schools and to the community at large.

| Category | Goals | Initiatives and Projects | Timeline and Success Indicators |
|-----------------------|--|---|---|
| Academic Excellence | Improve course quality. | Assure that courses show a pattern of updates and improvement. | Specific course outlines will be reviewed and updated each year such that all courses will undergo revision at least once every five years. |
| | Recruit and retain high quality students. | Market the department's programs to the top students in regional high schools by arranging faculty visits to specific high school classrooms and events. | The average ACT/SAT score of incoming freshmen will increase over a five-year period. |
| Laboratory Facilities | Improve the appearance and function of laboratory facilities. | Establish a pattern of updates and upgrades to teaching and research laboratories. | Budget for replacement of outdated/non-functional laboratory equipment and pursue grant funding as applicable such that at least one new piece of major equipment is added or replaced every two years. |
| Scholarship | Increase student involvement in research and presentation of research. | Implement periodic research meetings for presentation of minor research updates throughout each semester, and require public presentation of research for all credit-bearing research projects. | Each student in a research course will, at a minimum, present results to the campus community. At least fifty percent of research students will present at a conference at the state level or higher. |
| Outreach | Increase the visibility of the department in the region. | Encourage and enable faculty and student participation in both on-campus and off-campus events which solidify the reputation of the department as being active in scientific and mathematical pursuits. | Faculty and upper-level students will participate in at least one outreach activity per year. |

Business & Finance

Committee Meeting

April 17, 2024

GLENVILLE STATE UNIVERSITY



Summer 24 Enrollment

RESIDENTIAL STUDENTS

FULL-TIME IN-STATE RESIDENTIAL

(Blank)

PART-TIME IN-STATE RESIDENTIAL



7

SM 23
4

FULL-TIME OUT OF STATE RESIDENTIAL

(Blank)

PART-TIME OUT OF STATE RESIDENTIAL

(Blank)

SM 23
1

FULL-TIME INTERNATIONAL RESIDENTIAL

(Blank)

PART-TIME INTERNATIONAL RESIDENTIAL

(Blank)

SM 23
1

COMMUTER STUDENTS

FULL-TIME IN-STATE COMMUTER



6

SUM 23
11

PART-TIME IN-STATE COMMUTER



145

SUM 23
143

FULL-TIME OUT OF-STATE COMMUTER



1

SPRING 23
0

PART-TIME OUT OF-STATE COMMUTER



57

SUM 23
49

FULL-TIME INTERNATIONAL COMMUTER

(Blank)

SPRING 23
2

PART-TIME INTERNATIONAL COMMUTER



5

SUM 23
2

OFF CAMPUS PROGRAMS

FULL-TIME ONLINE



1

SUM 23

PART-TIME ONLINE



25

SM 23
42

GRADUATE - MA

(Blank)

SM 23
5

GRADUATE - MBA



17

SM 23
0

HIGH SCHOOL



31

SM 23
39

CORRECTIONS



120

SM 23
117

TOTAL STUDENTS



424

SM 23
413

TOTAL FULL-TIME



8

SM 23
14

TOTAL PART-TIME



416

SM 23
399

NOTE: Total Full-Time AND Part-Time above includes Corrections and Dual Enrollment. TOTAL ONLINE below is all students taking online courses over the summer.

TOTAL ONLINE

287

SM 23
296

TOTAL GRADUATE

17

SM 23
5

FULL-TIME GRADUATE



15

SM 23
0

PART-TIME GRADUATE



2

SM 23



Summer 24 FTE

SUMMER 2024 ENROLLED HOURS DATA

FTE Based Upon 15 HRS



142

SUM 23
135

Total Enrolled Students



424

SUM 23
413

FTE Based Upon 12 HRS



178

SUM 23
168

TOTAL ENROLLED HOURS ALL STUDENTS



2137

SUM 23
2020

AVERAGE ENROLLED HOURS PER STUDENT: ALL STUDENTS (EXCLUDING DUAL ENROLLMENT AND MASTERS)

4.84

SUM 23
4.87

AVERAGE ENROLLED HOURS PER STUDENT: ALL STUDENTS



5.04

SUM 23
4.89

AVERAGE ENROLLED HOURS PER STUDENT: MASTERS (9 HOURS IS FULL-TIME)

8.65

SUM 23
3.00

AVERAGE ENROLLED HOURS PER STUDENT: DUAL ENROLLMENT

5.45

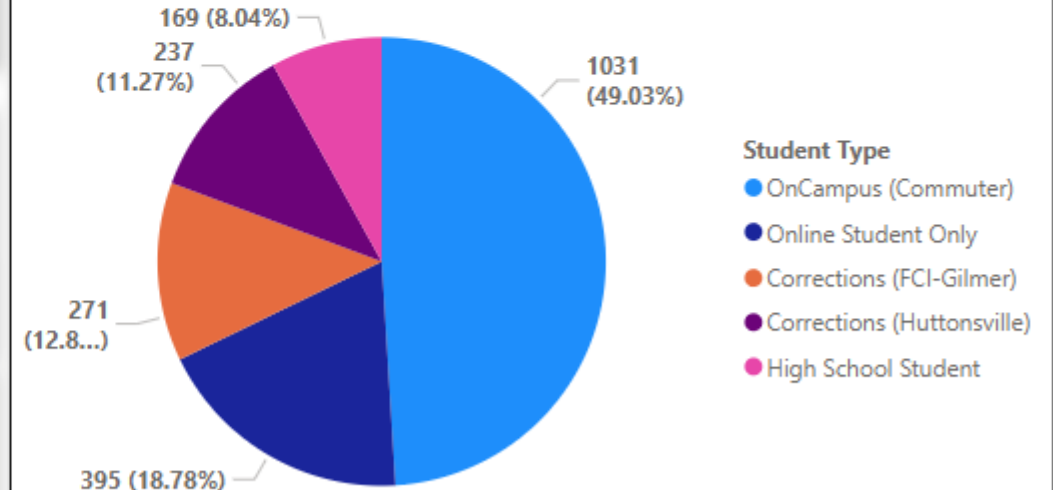
SUM 23
5.33

AVERAGE ENROLLED HOURS PER STUDENT: CORRECTIONS

3.85

SUM 23
3.58

ENROLLED HOURS BY STUDENT TYPE





Fall 24 FTE as of 6/10/24

FALL 24 ENROLLED HOURS DATA

FTE Based Upon 15 HRS

871

FALL 23
1224

Total Enrolled Students

1011

FALL 23
1659

FTE Based Upon 12 HR

1089

FALL 23
1530

TOTAL ENROLLED HOURS ALL STUDENTS

13072

FALL 23
18364

AVERAGE ENROLLED HOURS PER STUDENT: ALL STUDENTS (EXCLUDING DUAL ENROLLMENT AND MASTERS)

14.07

FALL 23
13.31

AVERAGE ENROLLED HOURS PER STUDENT: ALL STUDENTS

12.93

FALL 23
11.07

AVERAGE ENROLLED HOURS PER STUDENT: MASTERS (9 HOURS IS FULL-TIME)

7.03

FALL 23

AVERAGE ENROLLED HOURS PER STUDENT: DUAL ENROLLMENT

7.16

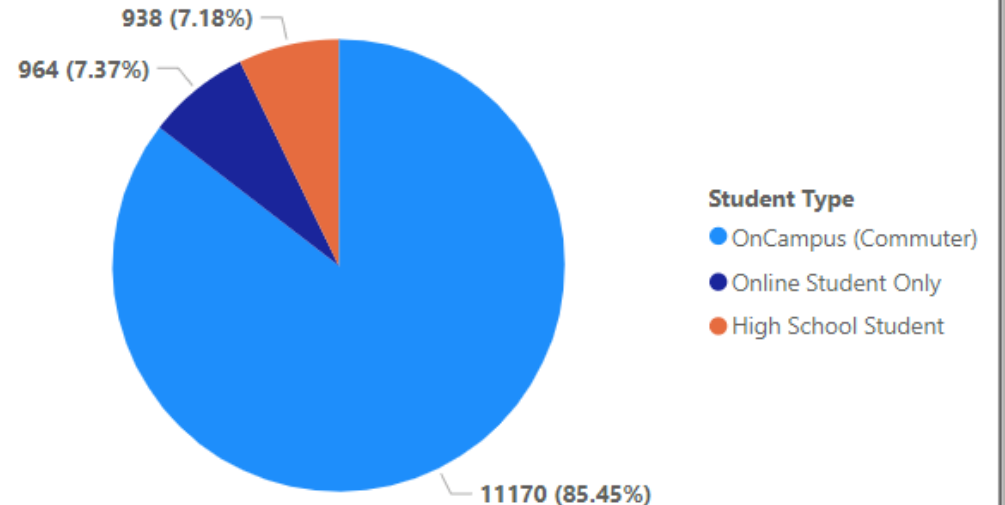
FALL 23
5.78

AVERAGE ENROLLED HOURS PER STUDENT: CORRECTIONS

(Blank)

FALL 23
5.72

ENROLLED HOURS BY STUDENT TYPE





Accounts Receivable Aging

Accounts Receivable Update 6/6/2024

| | Summer 2020 | Fall 2020 | Spring 2021 | Summer 2021 | Fall 2021 | Spring 2022 | Summer 2022 | Fall 2022 | Spring 2023 | Summer 2023 | Fall 2023 | Spring 24 | Totals |
|--|-------------|------------|-------------|-------------|------------|-------------|-------------|------------|-------------|-------------|--------------|--------------|--------------|
| Current | \$ 5,737 | \$ 368,816 | \$ 89,880 | \$ 5,838 | \$ 135,361 | \$ 138,807 | \$ 12,509 | \$ 153,243 | \$ 91,727 | \$ 23,414 | \$ 435,108 | \$ 437,784 | \$ 1,898,224 |
| Prior Report 5/15 | \$ 5,737 | \$ 368,816 | \$ 89,880 | \$ 5,838 | \$ 135,611 | \$ 138,874 | \$ 12,509 | \$ 153,243 | \$ 92,326 | \$ 23,438 | \$ 437,880 | \$ 673,000 | \$ 2,137,152 |
| Prior Report 4/15 | \$ 5,737 | \$ 375,894 | \$ 90,764 | \$ 5,838 | \$ 136,524 | \$ 139,265 | \$ 12,509 | \$ 156,513 | \$ 95,218 | \$ 26,836 | \$ 469,434 | | \$ 1,514,532 |
| Prior Report 3/15 | \$ 5,737 | \$ 376,520 | \$ 91,243 | \$ 5,838 | \$ 137,552 | \$ 139,602 | \$ 13,141 | \$ 165,036 | \$ 95,218 | \$ 26,836 | \$ 535,715 | | \$ 1,592,438 |
| Prior Report 1/15 | \$ 5,737 | \$ 379,249 | \$ 92,004 | \$ 5,838 | \$ 138,507 | \$ 139,620 | \$ 13,141 | \$ 165,036 | \$ 95,218 | \$ 31,100 | \$ 796,802 | | \$ 1,862,252 |
| Prior Report 11/15 | \$ 5,737 | \$ 379,599 | \$ 92,154 | \$ 5,838 | \$ 138,827 | \$ 139,845 | \$ 13,141 | \$ 168,089 | \$ 95,268 | \$ 31,291 | \$ 1,071,019 | | \$ 2,140,809 |
| Prior Report 11/6 | \$ 5,737 | \$ 379,599 | \$ 92,154 | \$ 5,838 | \$ 142,827 | \$ 139,845 | \$ 13,141 | \$ 168,969 | \$ 95,671 | \$ 35,691 | \$ 1,192,065 | | \$ 2,271,538 |
| Prior Report 10/4 | \$ 5,737 | \$ 382,673 | \$ 93,346 | \$ 6,338 | \$ 144,658 | \$ 141,082 | \$ 13,141 | \$ 177,098 | \$ 100,975 | \$ 41,322 | \$ 2,454,782 | | \$ 3,561,152 |
| Prior Report 8/16 | \$ 5,737 | \$ 382,673 | \$ 93,346 | \$ 6,338 | \$ 145,008 | \$ 141,282 | \$ 13,141 | \$ 178,342 | \$ 108,712 | \$ 58,716 | \$ 3,240,949 | | \$ 4,374,245 |
| Prior Report 8/8 | \$ 5,737 | \$ 382,718 | \$ 93,541 | \$ 6,338 | \$ 146,058 | \$ 145,581 | \$ 13,141 | \$ 188,596 | \$ 139,233 | \$ 74,132 | \$ 4,187,240 | | \$ 5,382,315 |
| Prior Report 7/11 | \$ 5,863 | \$ 385,697 | \$ 93,514 | \$ 6,338 | \$ 146,953 | \$ 146,172 | \$ 13,141 | \$ 198,206 | \$ 164,827 | \$ 99,549 | | | \$ 1,260,260 |
| Prior Report 6/14 | \$ 5,923 | \$ 385,697 | \$ 93,541 | \$ 6,338 | \$ 146,999 | \$ 147,231 | \$ 13,316 | \$ 219,500 | \$ 183,735 | \$ 318,553 | | | \$ 1,520,833 |
| Reduced by (Current Report - Last Report) | \$ - | \$ - | \$ - | \$ - | \$ (250) | \$ (67) | \$ - | \$ - | \$ (599) | \$ (24) | \$ (2,772) | \$ (235,216) | \$ (238,928) |
| Total Reduction in AR Prior Semesters (Since Last Report) | | | | | | | | | | | | | \$ (238,928) |

| | Summer 2020 | Fall 2020 | Spring 2021 | Summer 2021 | Fall 2021 | Spring 2022 | Summer 2022 | Fall 2022 | Spring 2023 | Summer 2023 | Fall 2023 | Totals | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|----------------|--------------|----------------|
| Total Reduction Since June 2023 Report | \$ (186) | \$ (16,881) | \$ (3,661) | \$ (500) | \$ (11,638) | \$ (8,424) | \$ (807) | \$ (66,257) | \$ (92,008) | \$ (295,139) | \$ (3,752,132) | \$ (235,216) | \$ (4,482,848) |

| Summer 2024 | | | | |
|--|------------|--------------|--------------|------------|
| | Billed | Paid | Pending | Balance |
| Current Report | \$ 773,015 | \$ (300,800) | \$ (26,083) | \$ 472,215 |
| Prior Report | \$ - | \$ - | | \$ - |
| Difference From Last Report | \$ 773,015 | \$ (300,800) | \$ (26,083) | \$ 472,215 |
| Total Owed by Oncampus (non-prison) | | | \$ (173,834) | \$ 298,381 |

| Total AR (Excluding Spring 2024) | |
|----------------------------------|--------------------------|
| Total Balance Due | \$ 1,898,224.30 |
| Total Reduction Current Report | \$ (238,928.00) |
| Total Since June Report | \$ (4,482,848.46) |

Prison Pending
 Summer 2020 through Spring 2024

Since last report
 Current Total Reduction Balance Prior and Current reports.



Cashflow Report

| Glenville State University | | | | | | | | | |
|--|--------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Cashflow Projection FY 2024 | | | | | | | | | |
| | Oasis | Actual Nov-23 | Actual Dec-23 | Actual Jan-24 | Actual Feb-24 | Actual Mar-24 | Actual Apr-24 | Projected May-24 | Projected Jun-24 |
| Beginning Cash | Fund # | \$ 5,083,959 | \$ 4,200,044 | \$ 5,662,095 | \$ 8,898,386 | \$ 6,697,550 | \$ 5,567,293 | \$ 5,841,721 | \$ 3,812,383 |
| Debt service & Capital Assessments | | 203,958 | 335,865 | 203,958 | 203,958 | 278,029 | 203,958 | 203,958 | 360,732 |
| Insurance Claim Payments | | - | - | - | - | - | - | - | - |
| Repayment of Loan from Foundation | | - | - | - | - | - | - | - | - |
| Energy Savings Loan Payments | | - | 25,000 | 35,206 | - | - | - | - | - |
| HEPC Ed Grant Payments | | - | - | - | - | 103,027 | - | - | - |
| FY 2024 Nursing Grant Expenditures (\$1,577,418) | | - | - | - | - | - | - | 290,000 | 201,411 |
| Deferred Maintenance Expenditures | | - | - | - | - | 36,000 | - | 450,000 | 1,000,000 |
| Cash used | | <u>3,214,430</u> | <u>3,050,140</u> | <u>1,568,574</u> | <u>3,128,177</u> | <u>2,531,565</u> | <u>2,071,645</u> | <u>4,947,458</u> | <u>3,207,143</u> |
| Ending Cash | | <u>\$ 4,200,044</u> | <u>\$ 5,662,095</u> | <u>\$ 8,898,386</u> | <u>\$ 6,697,550</u> | <u>\$ 5,567,293</u> | <u>\$ 5,841,721</u> | <u>\$ 3,812,383</u> | <u>\$ 2,609,168</u> |
| Remaining State Funds Included in Bal. | | \$ 712,079 | \$ (81,730) | \$ 1,278,162 | \$ 745,398 | \$ 215,243 | \$ 1,069,318 | \$ 224,618 | \$ - |
| Remaining Energy Savings Loan in Bal. | | \$ 94,235 | \$ 69,235 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 | \$ 34,029 |
| Remaining HEPC Ed Grant in Bal. | | \$ 748,386 | \$ 748,386 | \$ 748,386 | \$ 748,386 | \$ 645,358 | \$ 645,358 | \$ 645,358 | \$ 645,358 |
| Remaining FY 2024 Nursing Grant in Bal. | | \$ 1,577,418 | \$ 1,363,413 | \$ 1,206,647 | \$ 1,206,647 | \$ 835,495 | \$ 721,469 | \$ 331,469 | \$ (0) |
| Remaining Deferred Maintenance in Bal. | | | \$ 2,937,500 | \$ 2,937,500 | \$ 2,937,500 | \$ 2,852,500 | \$ 2,602,500 | \$ 2,133,000 | \$ 1,133,000 |
| Remaining Balance of unrestricted funds | | <u>\$ 1,067,926</u> | <u>\$ 625,291</u> | <u>\$ 2,693,663</u> | <u>\$ 1,025,590</u> | <u>\$ 984,668</u> | <u>\$ 769,047</u> | <u>\$ 443,909</u> | <u>\$ 1,007,781</u> |



FY25 BUDGET UPDATE

| | FY 2025 Budget | | |
|--|---------------------------|----------------------|----------------------|
| | Projected Budget Adjusted | Prior Budget | Cash Flow Adjusted |
| Beginning of FY Cash Balance (Projected): | | | \$ 2,905,052 |
| Revenues: | | | |
| State Appropriation | 7,420,879 | 7,249,000 | 7,420,879 |
| On-campus Program Tuition | 9,396,200 | 9,448,000 | 9,396,200 |
| Dual Pathway | 200,000 | | 200,000 |
| Room revenue | 4,170,100 | 4,187,300 | 4,170,100 |
| Board revenue | 3,271,100 | 3,284,700 | 3,271,100 |
| Textbooks revenue | 771,900 | 780,900 | 771,900 |
| Student & Course Fees | 939,000 | 961,800 | 939,000 |
| Less: Institutional Discounts | (2,051,100) | (2,269,400) | (2,051,100) |
| Net on-campus student revenue | 16,697,200 | 16,393,300 | 16,697,200 |
| Off-campus program revenue, net | 990,200 | 960,400 | 990,200 |
| Other revenue | 1,355,164 | 1,272,200 | 1,255,164 |
| Payments Received on Prior Period AR | | | 400,000 |
| Grants | 2,860,232 | 692,600 | 2,860,232 |
| Deferred Maintenance | 8,750,000 | | 8,750,000 |
| Loans or other Debt Proceeds | | | |
| Subtotal Revenue-Other College activities | 13,955,596 | 2,925,200 | 14,255,596 |
| Total Revenue, incl. State approp | \$ 38,073,675 | \$ 26,567,500 | 38,373,675 |
| Total Net Cash Available Before Costs: | | | \$ 41,278,727 |

| | FY 2025 Budget | | |
|---|---------------------------|-----------------------|---------------------|
| | Projected Budget Adjusted | Prior Budget | Cash Flow Adjusted |
| PEIA INCREASE | (295,900) | | (295,900) |
| OPEB RENEW | (220,000) | | (220,000) |
| NEW FACULTY/POSITIONS NOT FILLED | 451,568 | | 451,568 |
| Possible Pay Raise | 406,034 | | 406,034 |
| Less: Payroll Reimbursed by Research/Housing | (87,000) | | (87,000) |
| Less: Payroll Reimbursed by Foundation | (298,250) | (162,900) | (298,250) |
| Total Payroll | 15,620,487 | 15,603,546 | 15,620,487 |
| Non-payroll | 3,429,218 | 3,576,600 | 3,429,218 |
| Food service Cost | 2,644,000 | 2,680,000 | 2,644,000 |
| Book Store Cost | 713,000 | 721,000 | 713,000 |
| Utilities | 1,400,000 | 1,400,000 | 1,400,000 |
| Allowance for Doubtful Accounts | | | |
| Accrued Accounts Receivable at Year End | - | | 400,000 |
| Net Current Year vs Prior Year Accrued Expenses | - | | (100,000) |
| Total Operating Costs | 8,186,218 | 8,317,600 | 8,486,218 |
| Capital Projects | 8,750,000 | | 8,750,000 |
| Interest on debt-(Bonds and PNC) | 1,654,600 | 1,654,600 | 1,654,600 |
| Principal on debt-(Bonds, PNC, Other) | | | 1,155,000 |
| Total Debt Service Costs | 1,654,600 | 1,654,600 | 2,809,600 |
| Depreciation | 2,850,000 | 2,850,000 | |
| Net expenses / costs: | 37,061,305 | 28,425,746 | 35,666,305 |
| Net Revenue / (Loss) | \$ 1,012,370 | \$ (1,858,246) | |
| Net Ending Cash Balance | | | \$ 5,612,422 |



FY25 BUDGET UPDATE

| | | | FY 2025 Budget | | |
|---|--|--|---------------------------|-----------------------|---------------------|
| | | | Projected Budget Adjusted | Prior Budget | Cash Flow Adjusted |
| PEIA INCREASE | | | (295,900) | | (295,900) |
| OPEB RENEW | | | (220,000) | | (220,000) |
| NEW FACULTY/POSITIONS NOT FILLED | | | 451,568 | | 451,568 |
| Possible Pay Raise | | | 406,034 | | 406,034 |
| Less: Payroll Reimbursed by Research/Housing | | | (87,000) | | (87,000) |
| Less: Payroll Reimbursed by Foundation | | | (298,250) | (162,900) | (298,250) |
| Total Payroll | | | 15,620,487 | 15,603,546 | 15,620,487 |
| Non-payroll | | | 3,429,218 | 3,576,600 | 3,429,218 |
| Food service Cost | | | 2,644,000 | 2,680,000 | 2,644,000 |
| Book Store Cost | | | 713,000 | 721,000 | 713,000 |
| Utilities | | | 1,400,000 | 1,400,000 | 1,400,000 |
| Provision for Doubtful Accounts | | | | | |
| Accrued Accounts Receivable at Year End | | | - | | 400,000 |
| Change at Current Year vs Prior Year Accrued Expenses | | | - | | (100,000) |
| Total Operating Costs | | | 8,186,218 | 8,317,600 | 8,486,218 |
| Capital Projects | | | 8,750,000 | | 8,750,000 |
| Interest on debt-(Bonds and PNC) | | | 1,654,600 | 1,654,600 | 1,654,600 |
| Principal on debt-(Bonds, PNC, Other) | | | | | 1,155,000 |
| Total Debt Service Costs | | | 1,654,600 | 1,654,600 | 2,809,600 |
| Depreciation | | | 2,850,000 | 2,850,000 | |
| Net expenses / costs: | | | 37,061,305 | 28,425,746 | 35,666,305 |
| Net Revenue / (Loss) | | | \$ 1,012,370 | \$ (1,858,246) | |
| Net Ending Cash Balance | | | | | \$ 5,612,422 |



FY25 BUDGET UPDATE

Non-Payroll Budget

| Unit # | Unit Name | FY2023 Budget | FY2024 Budget | FY2025 Proposed Budget |
|--------|---|------------------|------------------|------------------------|
| | Total Glenville State University | 7,200,790 | 8,275,550 | 7,849,318 |
| | | | | |
| | | | | |
| | Total Non-payroll w/o Dining and Utilities | 3,750,990 | 4,295,650 | 3,818,218 |



FY25 BUDGET UPDATE

Payroll Budget

\$3.8 million increase in payroll over the last four years.

| FY23 Mid-Tier Analysis | | |
|------------------------|--|--|
| 124 | Employees at or above mid-tier in FY23 | |
| 76 | below mid-tier in FY23 | |
| 200 | Total | |
| 38% | Percentage Under Mid-Tier | |
| | | |
| FY24 Mid-Tier Analysis | | |
| 156 | Employees at or above mid-tier in FY24 | |
| 69 | below mid-tier in FY24 | |
| 225 | Total | |
| 31% | Percentage Under Mid-Tier | |

Updated Tiers to be Implemented



FY25 BUDGET UPDATE

Payroll Budget

**\$3.8 million increase in payroll over the last four years.
FY24 TO FY 25 Approximately \$300,000 increase.**

| | |
|------------------------------------|-------------------------|
| FY25 PROJECTED BASE PAYROLL | \$11,162,326.86 |
| Benefits | \$ 3,348,698.06 |
| | \$ 14,511,024.92 |
| Minus Foundation | \$ 258,250.00 |
| | \$ 14,252,774.92 |
| Minus Housing and Research | \$ 88,000.00 |
| | \$ 14,164,774.92 |
| Pay Raise (\$382,500 ADDED TO TOP) | \$ - |
| | \$ 14,164,774.92 |
| New Faculty/Staff | \$ 513,068.00 |
| | \$ 14,677,842.92 |
| Part-time/Stipend | \$ 1,306,035.00 |
| | \$ 15,983,877.92 |
| Minus Standard Payroll Adjustment | \$ 281,091.20 |
| | \$ 15,702,786.72 |



FY25 BUDGET UPDATE

| Demographic | FY24 Budget | | | FY 2025 Budget | | |
|--|-------------|--------------|--------------|----------------|--------------|--------------|
| | Fall, 2023 | Spring, 2024 | Summer, 2024 | Fall, 2024 | Spring, 2025 | Summer, 2025 |
| Full Time - In State | | | | | | |
| Residential | 373 | 323 | 0 | 380 | 325 | 0 |
| Commuter | 220 | 176 | 10 | 220 | 200 | 10 |
| Sub-total In State Full Time | 593 | 499 | 10 | 600 | 525 | 10 |
| Full Time - Out of State | | | | | | |
| Residential | 175 | 156 | 0 | 180 | 160 | 0 |
| Commuter | 23 | 23 | 2 | 23 | 23 | 2 |
| Sub-total Out of State Full Time | 198 | 179 | 2 | 203 | 183 | 2 |
| Full Time - International | | | | | | |
| Residential | 38 | 41 | 0 | 45 | 40 | 0 |
| Commuter | 4 | 1 | 0 | 4 | 1 | 0 |
| Sub-total International Full Time | 42 | 42 | 0 | 49 | 41 | 0 |
| Full Time - On-line Only | 84 | 58 | 5 | 90 | 62 | 4 |
| Full Time - Pre-Nursing | | | | | | |
| Residential | 28 | 0 | 0 | 0 | 0 | 0 |
| Commuter | 0 | 0 | 0 | 0 | 0 | 0 |
| Sub-total Pre-Nursing | 28 | 0 | 0 | 0 | 0 | 0 |
| Full Time - Nursing (Year 2-4) | | | | | | |
| Residential | 9 | 8 | 0 | 17 | 17 | 0 |
| Commuter | 3 | 0 | 0 | 7 | 7 | 0 |
| Sub-total Nursing Co-Horts-Marshall - Not counted | 12 | 8 | 0 | 24 | 24 | 0 |
| Total Full-time | 945 | 778 | 17 | 942 | 811 | 16 |

| | FY24 Budget | | | FY 2025 Budget | | |
|--|--------------|--------------|--------------|----------------|--------------|--------------|
| | Fall, 2023 | Spring, 2024 | Summer, 2024 | Fall, 2024 | Spring, 2025 | Summer, 2025 |
| Part Time - In State | | | | | | |
| Residential | 14 | 11 | 1 | 14 | 11 | 1 |
| Commuter | 23 | 42 | 135 | 25 | 42 | 145 |
| Sub-total In State Part Time | 37 | 53 | 136 | 39 | 53 | 146 |
| Part Time - Out of State | | | | | | |
| Residential | 1 | 6 | 1 | 1 | 6 | 1 |
| Commuter | 6 | 4 | 35 | 6 | 4 | 57 |
| Sub-total Out of State Part Time | 7 | 10 | 36 | 7 | 10 | 58 |
| Part Time - International | | | | | | |
| Residential | 1 | 1 | 0 | 0 | 0 | 0 |
| Commuter | 1 | 0 | 1 | 1 | 1 | 2 |
| Sub-total International Part Time | 2 | 1 | 1 | 1 | 1 | 2 |
| Part Time - On-line Only | 30 | 26 | 37 | 40 | 40 | 40 |
| Total Part-time | 76 | 90 | 210 | 87 | 104 | 246 |
| Masters Degree Students | 48 | 42 | 17 | 61 | 52 | 24 |
| Total 2nd Chance Pell | 144 | 153 | 173 | 183 | 159 | 140 |
| Total Dual Enrollment | 453 | 463 | 42 | 460 | 460 | 31 |
| Grand Totals | 1,666 | 1,526 | 459 | 1,733 | 1,586 | 457 |

Note: Pre-Nursing students for FY25 are now added to the general population in the budget projections.



Deferred Maintenance

- Update of current processes
 - (Like left over scope funds can be spent in same scope of other areas needing additional funds)
- Funds availability (Submission for Cost Adjustment)

Submitted by: *Jesse Skiles – Director of Athletics*

- **Spring Sport Review** – For the first time in school history both baseball and softball had winning season and made the MEC playoffs. Both golf teams made the NCAA Tournament...the first time in history each has done so in the same year. Acrobatics & Tumbling made the MEC Playoffs and the Women's track team set several school records.
- **Academic Report** – 13 of our 17 programs finished above 3.0 in Team GPA... a school record. This included a record 64 student-athletes that recorded a 4.0.
- **Recruiting Update** – As of 6-10-24, we have a total of 465 student-athletes on our rosters. The goal remains 500 for Fall Census Date.
- **MEC Update** – The Mountain East Conference is actively pursuing institutions to replace the loss of Notre Dame College. Point Park is now our new full-time member, and they begin league play this Fall.
- **Fall Sport Preview / Schedule Updates** – Football opens up a week sooner this year, playing at Emory & Henry on August 31. The first home game is September 7 against Lock Haven. With several strong recruiting classes in place, we are very excited for the Fall seasons that lie ahead.

2024 ATHLETICS SPRING TEAM GPA'S

- Acro & Tumbling – 3.46
- Baseball – 2.93
- Men's Basketball – 2.91
- Women's Basketball – 2.96
- Boxing – 3.19
- Men's Cross Country – 3.12
- Women's Cross Country – 3.70
- Cheer – 3.36
- Football – 2.92
- Men's Golf – 3.19
- Women's Golf – 3.31
- Women's Soccer – 3.16
- Softball – 3.25
- Men's Track & Field – 3.24
- Women's Track & Field – 3.47
- Volleyball – 3.35
- Wrestling – 3.08

4.00 | 64 Students

3.50-3.99 | 81 Students

Total = 145

Men's Cumulative – 3.00

Women's Cumulative – 3.26

Co-Ed – 3.27

Total Department GPA – 3.11

13 of 17 Programs over 3.00

2024-25 ATHLETICS RECRUITING UPDATE

- Acro & Tumbling – 22
- Baseball – 36
- Men’s Basketball – 18
- Women’s Basketball – 14
- Boxing – 13
- Men’s TRK / CC – 46
- Women’s TRK / CC – 25
- Cheer – 22
- Football – 110
- Men’s Golf – 11
- Women’s Golf – 16
- Women’s Soccer – 36
- Softball – 29
- Volleyball – 19
- Wrestling – 38

Total Department # – 455

2023-24 ATHLETICS RECAP

- Our Cheer program doubled in size and has become a destination for successful high school cheerleaders.
- Two MEC Championships - Women's Golf and Wrestling.
- Wrestling finished 12th in the nation, with a National Runner-up (Gavin Quiocho) and a third-place finisher (Guy DeLeonardis).
- Thirteen Programs over 3.00 in Spring. 64 Student-Athletes with a 4.00.
- First time in history, both the Baseball and Softball teams finished with winning seasons in the same year, with each making the MEC Playoffs.
- Soccer made the MEC Playoffs, first time in school history.
- Football defeated nationally ranked Frostburg STATE on the road, knocking them from the NCAA Playoffs.
- Both Golf teams made the NCAA Tournament - the Men's first trip to Nationals in 29 years.
- Two Winners of MEC Coach of the Year; Dylan Cottrell (Wrestling) and John Lilly (Men's Golf).
- Boxer Aaron O'Connor produced his second consecutive National Championship.
- Volleyball senior Sarah Grainger led the nation in Service Aces.
- Acrobatics & Tumbling returned to the MEC Playoffs, winning three event titles, taking two event units to the NCATA Nationals.
- Women's track won a pair of MEC titles in the Shot Put with Janae Scott. Teammate Natalie Barr became the first runner in school history to become NCAA All-Region, breaking eight school records.

**Glenville State University Board of Governors
Meeting of June 18, 2024**

ACTION ITEM: GSU Budget for FY25

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the Budget for FY25 as proposed.

STAFF MEMBER: Mr. Tim Henline, CFO

BACKGROUND:

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

Note: FY25 Budget is included in the Business and Finance Update within this packet.

**Glenville State University Board of Governors
Special Emergency Meeting of June 18, 2024**

ACTION ITEM: GSU FY25 Pay Raise Proposal for Faculty and Staff

COMMITTEE: Business and Finance

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the plan as submitted to distribute faculty/staff pay raises for FY25 as proposed.

STAFF MEMBER: Mr. Tim Henline, CFO

BACKGROUND:

The FY25 budget includes an allowance for salary increases of \$1,500 for all full-time employees who were employed prior to April 30, 2024, effective July 1, 2024. Salary increases for faculty will be effective August 10, 2024. Additionally, all full-time employees whose annual salary is \$26,500 or less, in addition to the base increase of \$1,500, will have an additional salary increase of \$1,000 effective July 1, 2024. In order for the raises to be effective by July 1, 2024, the State Budget Office needs notification of an approved Board of Governor's increase for Glenville State via memo/letter/BOG approval/minutes detailing date, amount, and who is eligible.



May 29, 2024

The Nominating Committee recommends the following slate of officers for the Glenville State University Board of Governors 2024 – 2025 is:

Chairperson: Ann Green

Vice Chairperson: Alexandria Lay

Committees for 2024-2025 will be appointed by the FY25 Chairperson.

Nominating Committee

Kathy Butler, Chair

Joe Parsons

Leslie Mason

**Glenville State University Board of Governors
Meeting of June 18, 2024**

ACTION ITEM: FY25 Board of Governor’s Meeting Schedule

COMMITTEE: Committee of the Whole

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves the FY25 Board of Governor’s meeting schedule as proposed and may be changed as needed.

BOARD MEMBER: Ms. Ann Green, Chair

BACKGROUND:

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

**Glennville State University
Board of Governors
DRAFT Meetings Schedule
2024-25**

Board of Governors Meetings

All Board of Governors meetings will be held in the Waco Center, Rooms A227/228 at 9:00 am in person unless noted otherwise in the schedule.

Committees of the Board

All committees will meet beginning at 9:00 am via Zoom on the dates listed in the schedule unless noted otherwise. Committees will meet in the following order:

1. *Board Governance and HR Committee*
2. *Enrollment and Student Life Committee*
3. *Academic Affairs Committee*
4. *Business and Finance Committee*
5. *Athletics Committee*
6. *Executive Committee*

Join Zoom Meeting (Committee and Board of Governors meetings)

<https://us06web.zoom.us/j/3896758045?pwd=d29TWjNzZmx1S0FYenhzcjJ1MzJCQT09>

Meeting ID: 389 675 8045

Passcode: GSU

or

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

Meeting ID: 389 675 8045

Passcode: 551330

Schedule

| | |
|-------------------------------|---|
| Wednesday, September 4, 2024 | All Committees of the Board Board of Governors |
| Wednesday, September 18, 2024 | All Committees of the Board Board of Governors |
| Wednesday, October 16, 2024 | All Committees of the Board Board of Governors |
| Wednesday, October 30, 2024 | All Committees of the Board Board of Governors |
| Wednesday, November 20, 2024 | All Committees of the Board Board of Governors |
| Friday, December 13, 2024 | All Committees of the Board Board of Governors |
| Wednesday, February 5, 2025 | All Committees of the Board Board of Governors |
| Wednesday, February 26, 2025 | All Committees of the Board Board of Governors |
| Wednesday, April 30, 2025 | All Committees of the Board Board of Governors |
| Wednesday, May 7, 2025 | All Committees of the Board Board of Governors |
| Wednesday, June 11, 2025 | All Committees of the Board Board of Governors |
| Wednesday, June 25, 2025 | All Committees of the Board Board of Governors |

**Glenville State University Board of Governors
Meeting of June 18, 2024**

- ACTION ITEM:** Approval of a Glenville State University Board of Governors Scholarship.
- COMMITTEE:** Committee of the Whole
- RECOMMENDED RESOLUTION:** Be it RESOLVED that the Glenville State University Board of Governors agrees to fund jointly the Board of Governors Award, an equivalent full tuition and fee scholarship for the FY25 academic year. The need-based scholarship will be awarded to a West Virginia resident(s) who meets the requirements of the West Virginia PROMISE scholarship criteria.
- STAFF MEMBER:** Mr. David Hutchison,
Vice President for Advancement

BACKGROUND:

In 2010, the chairperson of the Higher Education Policy Commission challenged the institutional Boards of Governors to fund an annual need-based scholarship. The full tuition scholarship will be funded by the lay members of the Board at \$1,000 each. The need-based scholarship will be awarded to a West Virginia resident(s) who meets the requirements of the West Virginia PROMISE scholarship criteria. Each member may submit their portion of the FY25 Tuition and Fees for one year to the GSU Foundation to be disbursed to the student.

**Glenville State University Board of Governors
Meeting of June 18, 2024**

ACTION ITEM: President’s Evaluation

COMMITTEE: Board Governance & HR Committee

RECOMMENDED RESOLUTION: Be it RESOLVED that the Board of Governors approves President Mark A. Manchin’s evaluation for FY24 as presented and the continuation of his employment and salary in accordance with his current contract being July 1, 2022 and extending through June 30, 2025.

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

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