

MARSHALL UNIVERSITY
BOARD OF GOVERNORS

August 27, 2013

Marshall University Memorial Student Center

Shawkey Dining Room

Huntington, WV

Present: Dr. Touma, Chairman, Oshel Craigo, E.J. Hassan, Miriah Young, Martin Amerikaner, James Bailes, Joseph McDonie, Phyllis Arnold, Wyatt Scaggs, Phil Cline, Christie Kinsey, Tim Dagostine, Dale Lowther, David Haden

Absent: Ed Howard, Mike Sellards

I. Call to Order

Dr. Joseph Touma called the meeting to order and welcomed our new members.

II. Swearing in of New Members

The swearing in of new members, Tim Dagostine, Christie Kinsey, Phil Cline, James Bailes, and E.J. Hassan was performed by the Honorable Jane Hustead, Cabell County Circuit Judge.

III. Approval of Prior Minutes

The minutes of the June 11, 2013, meeting were approved upon a motion by Wyatt Scaggs and seconded by Joseph McDonie.

IV. Committee of the Whole

A report of the Nominating Committee was given by Wyatt Scaggs, Chairman of the Committee. The Committee's recommended nominees were Joseph Touma as Chairman, Phyllis Arnold as Vice Chair, and Michael G. Sellards as Secretary. Mr. Scaggs moved that the candidates identified be adopted by acclamation. This motion was seconded by Oshel Craigo and unanimously approved by the Board.

V. President's Report

Dr. Kopp began by discussing the renovation projects on campus recognizing Ron May and his staff for the consistent way they get the job done on time and within budget. Superb job. The "Vet" was dedicated (the new soccer complex) August 23rd and is completed except for the final walk through, the celebration was resounding success. The Arthur Weisberg Applied Engineering Complex is proceeding on course, still quite a bit of constructional steel to be used to build out the skeleton; Indoor Practice Complex has been started (which includes the indoor practice facility, academic center, sports medicine translational research center) are all progressing well .

As far as renovation projects, the East Hall INTO-Marshall was completed on time, the JV is on target and we are welcoming Marshall International students on a daily basis. Dr. Kopp encouraged everyone to visit East Hall.

The downtown Visual Arts Center should have a late spring 2014 opening. This has been a very challenging project. Our Contractor and architects and employees are working diligently to make sure it will come in as projected. Dr. Kopp updated the Board that there are now three elevators at the stadium to go to the Skybox levels.

Classroom upgrades have been completed. Thanks to everyone involved. Hodges Hall demolition has been completed and is now green space. It is worth a walk to that end of campus to see it. Earlier, we set a target to raise \$40 million dollars for all the projects, and we are rapidly approaching \$32 million now. This has been a team effort by everyone. On August 5, we had a private Beam ceremony and invited the Weisberg family to autograph the beam connecting the entire family to this project. It was a fitting project for the family. Followed up with pictures for the family and they were quite happy to receive.

Second year Physical Therapy and School of Pharmacy continues strong with approximating Pro Forma Projections. Retention rates are high for these very selective professional graduate programs. Next major step for each school is full accreditation with their respective specialized accrediting agencies. PT applies next year and Pharmacy will wait until their fourth year

The University 2013 fall recruitment/enrollment for freshmen is trending flat relative to last year. Overall enrollment is flat to slightly below last year.

Retention and HLC projects are on schedule. Banner Module Projects (i.e. Degree Works), work will begin this fall. Student Success Collaborative – Education Advisory Board has given some very important insight. They are profiling and helping us to understand more about our students.

The Medical School had their visit from the LCME and we are awaiting that letter, which will come in October from that accrediting body. Dr. Joseph Shapiro has just finished his first year as MUSOM dean. Extraordinary progress and development has ensued. Three NIH Funded investigators were added, all of whom have multiple NIH funded grants. They are Drs. Nadar Abraham, Uma Sundaram and Jian Xie – between them 6 NIH RO1 Grants. They will be catalysts for research grant funding growth not only in MUSOM but across the University, including Pharmacy and Physical Therapy. The new director of MIIR is Dr. Jian Xie and he will arrive in October/November.

The latest (2013) Washington Monthly Rankings have Marshall University ranked 41st among Master's Public Universities and 95th overall. This ranking rate was based on their contribution to the public good in three broad categories: 1) Social Mobility (recruiting and graduating low income students); 2) Research (producing cutting-edge scholarship and PhDs) and 3) Service (encouraging students to give something back to their country). This is a sound rating system. Marshall moved up 10 places in rank.

INTO – an enormous amount of effort has gone into this project. This initiative was launched to diversify MU's sources of revenue in light of unfavorable demographic trends both nationally and in WV for college aged students 18-22 years old. Statistics were showing unfavorable national and WV Population Trends through 2025. In WV, we are fighting an 11.3% decline in

Traditional College Age 18 to 24 year olds between 2010-2025 (decrease of 16,000 students over this decade and a half.) Paralleling this decline, is a national demographic trend indicating a - 4.9% (153,352) decline in US Public high schools and non-public high school graduates between 2010 and 2025. Population outside of North America is what is growing. It is important that we remember these students are MU students. We do not have accurate figures for the number of new international students who have enrolled at MU, but will have better numbers for the next meeting.

We are awaiting the results of the comprehensive MU Economic Impact Study Commissioned from CBER. We expect to receive this in the next month or so. We are on pace to complete new 10-year university capital Master Plan by November 2013.

An update was given for the HLC project. Dr. Kopp updated the board on the student success collaborative. Recent results reported by the Education Advisory Board analysts for MU based on their metadata analysis strongly suggest that we would be on solid ground if we were to migrate to requiring certain threshold credit-hour completion with scholarship eligibility. Comparing student retention rates at or below these thresholds reveals rather startling results.

The budget work group will convene soon and membership will be expanded to include an additional member selected by their respective constituent group. Notification from the State indicates we should “plan” for another 7.5% reduction from the in State Appropriations. A new planning group will be organized and convened to study and formulate recommendations for the “privatization of MU” by FY 2024.

Please share with Cora your availability on the dates of October 25th and 26th (Friday and Saturday) and November 15th and 16th, also a Friday and Saturday for a Board of Governors Strategic Finance and Budget Forum. This Budget Forum will be held in Glade Springs, most likely in November.

A Marketing/Branding Research and Integrated Marketing plan is forthcoming. The finalized RFP process has been done and a firm has been retained.

VI. Committee Reports

Finance, Audit and Facilities Planning Committee, Dale Lowther, Chair

Dale Lowther welcomed new members and looks forward to working together. The Action Items are as follows:

- Investment Earnings Update

Upon a motion by Oshel Craigo, seconded by James Bailes, the Board unanimously approved the following resolution:

Resolved, that the Marshall University Board of Governors receives the Investment Earnings Report for the twelve months ending June 30, 2013.

- Investment Increase

Upon a motion by David Haden, seconded by Joseph McDonie, the following resolution was unanimously approved. It was noted that additional investment that may be made will balance operational cash needs with investment objectives.

Resolved, that the Marshall University Board of Governors approves the increase in the amount of investments.

- Approval of Salary Adjustments for certain University Faculty Members.

Upon a motion by Christie Kinsey, seconded by Tim Dagostine, the following resolution was unanimously approved.

Resolved, that the Marshall University Board of Governors approves salary adjustments, as described below, for certain instructional faculty:

The President hereby recommends for approval by the Board a two-part salary adjustment for some faculty as described below:

Certain (eligible) faculty members who were awarded promotion effective Fall 2013 shall receive an incremental amount such that the total salary increase concomitant with the promotion is the greater of the usual 10% salary increase and (either) \$6,300 (for promotion from assistant professor to associate professor) or \$7,400 (for promotion from associate professor to professor).

In addition, certain (eligible) members of the faculty whose regular base salary is below specific minimums shall receive a salary adjustment to raise the base salary to the minimum. The minimum salaries are \$59,700 for professors, \$52,300 for associate professors, and \$46,000 for assistant professors.

These adjustments are restricted to tenured and tenure-track faculty with terminal degrees (see below). Tenure-track faculty is the group with the greatest need for salary adjustment during the hiring process. While it's desirable to have faculty with a terminal degree, there's limited ability to reward possession of a terminal degree in present salary policy, and it tends to only be addressed in the initial hire. These adjustments will begin to stop the practice of valuing terminal-degreed faculty and those without such a degree as the same in salary policy.

These adjustments will be awarded under Section 5, Alternative Salary Adjustment Procedures of MUBOG Policy AA-7, Salary Increases for Tenure and Tenure-track Faculty and will not be distributed under the usual market/merit faculty salary distribution methodology. That policy requires the following information be provided to the Board:

1. A rationale for using the alternative procedure;

The University has had problems recruiting qualified, instructional faculty. Setting a minimum salary for existing faculty begins to address those problems by allowing some departments to hire new faculty closer to market salaries without being restricted by low salaries of current members of the faculty. The promotion minimum allows the university to reward better individuals who meet the meritorious distinction of promotion in rank.

The minimum salaries by-rank and the minimum promotion increment are first steps in addressing needed structural changes in faculty salary administration. Staff expect to propose

these minimums as part of a policy for approval at a future meeting of the Board.

2. *A description of the methodology for adjusting faculty salaries;*

Phase 1:

Eligible (see section 3, below) faculty members promoted effective with the Fall 2013 semester shall receive an additional increment to their salary equal to the difference between the regular 10% increase associated with promotion and the minimum promotion-based increases listed below, provided the minimum promotion increase is greater than the regular 10% increase. The minimum promotion increases are

Faculty promoted from assistant professor to associate professor \$6,300

Faculty promoted from associate professor to professor is \$7,400.

Phase 2:

Eligible (see section 3, below) faculty members whose regular base salary is less than the appropriate minimum salary listed below will receive an adjustment to their regular base salary equal to the difference between their salary and the minimum salary. The minimum salaries are

<i>Professor</i>	<i>\$59,700</i>
<i>Associate Professor</i>	<i>\$52,300</i>
<i>Assistant Professor</i>	<i>\$46,000.</i>

The comparison to the minimum salary listed above shall be for the current rank for Fall 2013 after the addition of any increase from Phase 1.

For faculty on an appointment other than 9-months, these increases shall be adjusted appropriately for the appointment length.

3. *Identification of the set of faculty for whom the alternative procedures shall apply;*

Faculty members eligible for Phase 1 and Phase 2 of these adjustments shall be

- In a tenured or tenure-tracking appointment;*
- In possession (and has appropriately notified Academic Affairs) of a terminal degree, including a doctorate, 1st professional degree, or terminal master's degree; AND*
- An instructional faculty member in a 4-year college (excluding the Schools of Medicine, Pharmacy, and Physical Therapy).*

Faculty members specifically excluded from these adjustments include (but are not limited to)

- Faculty in clinical, term, and temporary appointment;*
- Faculty not in possession of a terminal degree;*
- Faculty in the Schools of Medicine, Pharmacy, and Physical Therapy; and*
- Librarians.*

Where ambiguity exists in determining who shall receive an adjustment from Phase 1 or Phase 2,

the Provost shall make a final determination of eligibility.

4. *The anticipated cost of such salary adjustments;*

The total cost of the two parts of these adjustments is expected to have an annualized cost of \$354,000 (including ~46,000 for benefits), however the cost for FY2014 is expected to be only \$256,000 due to their being effective for only part of the current fiscal year.

5. *The effective date for implementing such salary adjustments.*

The adjustments will be effective with the pay period beginning on November 1, 2013. They are not retroactive to the beginning of the academic year.

- Approval of the two year Consulting Services Agreement and the two year Memorandum of Understanding between Marshall University and the Marshall University Foundation.

Upon a motion by Oshel Craigo, seconded by Joseph McDonie, the Board unanimously approved the following resolutions:

Consulting Agreement

Resolved, that the Marshall University Board of Governors approve the Consulting Agreement as presented between Marshall University and the Marshall University Foundation, Inc. for the period of two years beginning today, August 27, 2013 and ending August 27, 2015.

MOU

Resolved, that the Marshall University Board of Governors approve the Memorandum of Understanding as presented between Marshall University and the Marshall University Foundation, Inc., for the period of two years beginning today, August 27, 2013 and ending August 27, 2015.

- FY 2014-2019 Capital Budget Request

Karen Kirtley discussed that during the April board meeting, she presented the original. An amended list by 9/1/13 is being sent to add Corbly and Twin Towers projects.

Upon a motion by Joseph McDonie, seconded by David Haden, the Board unanimously approved the following resolution.

Resolved, that the Marshall University Board of Governors approve the attached Amended 2014-2019 Capital Project List:

MARSHALL UNIVERSITY									
HIGHER EDUCATION POLICY COMMISSION									
AR 9 FY 2014-FY 2019 Draft									
Project Dates									
Priority	Start	Completion	Name	Total project C	Category	Class	Total Available	Total Required	
1	07/2014	12/2016	High Tech Academic Facility/Housing	\$ 29,750,000	A	4	-	29,750,000	
2	07/2014	12/2016	Memorial Student Center Addition/Renovations	\$ 25,000,000	G	3	-	25,000,000	
3	07/2013	10/2013	Forensic Science Annex Bldg-Clinical Research	\$ 1,000,000				1,000,000	SOM
4	07/2014	01/2016	Forensic Science Center Annex Build-Out	\$ 1,500,000	C	4	-	1,500,000	SOM
5	01/2014	01/2016	Coon Education Building Renovation (Phase 3)	\$ 3,500,000	A	3	-	3,500,000	SOM
6	07/2012	12/2018	Old Main Repairs	\$ 5,000,000	E	3	-	5,000,000	
7	05/2014	05/2015	Old Main Elevator	\$ 900,000				900,000	
8	07/2013	01/2014	Emergency Generators	\$ 1,040,000	E	1	-	1,040,000	
9	01/2015	08/2015	Joan C. Edwards Stadium Structural Improvements/Upgrades	\$ 1,500,000	G	3	-	1,500,000	ATH
10	07/2014	02/2015	Jenkins Hall ADA Renovations	\$ 400,000	A	1	-	400,000	
11	07/2014	02/2015	Prichard Hall Renovations	\$ 1,000,000				1,000,000	
12	07/2013	09/2013	University College Building (East Hall)- ADA Elevator	\$ 250,000	A	1	-	250,000	
13	07/2014	07/2015	Intramural Field Space	\$ 900,000				900,000	
14	04/2014	04/2015	Henderson Center HVAC	\$ 3,000,000	G	3	-	3,000,000	ATH
15	07/2014	07/2015	Erma Ora Byrd Clinical Center Skills Equipment	\$ 500,000	C	3	-	500,000	SOM
16	07/2014	12/2014	Morrow ADA Elevator/Renovations	\$ 900,000	B	1	-	900,000	IT
17	07/2014	07/2015	Gullickson Gymnasium HVAC	\$ 1,000,000				1,000,000	ATH
18	07/2011	06/2015	Classroom Renovations (Campus-wide)	\$ 2,000,000	A	3	-	2,000,000	
19	07/2011	07/2015	Technology Enhanced Classroom Initiative	\$ 2,000,000	B	3	-	2,000,000	IT
20	07/2012	06/2015	Land Purchase/Demolition	\$ 2,000,000	F	3	-	2,000,000	
21	07/2013	12/2013	Jenkins Hall - Roof System	\$ 500,000	A	2	-	500,000	
22	01/2012	12/2014	Drinko Library - Carpet	\$ 120,000	B	3	-	120,000	IT
23	07/2015	02/2016	Science Building and Annex Renovation Project	\$ 4,000,000	A	3	-	4,000,000	
24	07/2016	07/2018	Rural Health & Residency Education Center(s)	\$ 11,100,000	A	4	-	11,100,000	SOM
25	07/2014	06/2016	Center for Music/Music Education	\$ 40,300,000	A	4	-	40,300,000	
26	07/2015	07/2016	Student Career Services Center	\$ 6,000,000	D	4	-	6,000,000	
27	01/2016	06/2017	Corbly Hall Renovations	\$ 1,500,000				1,500,000	
28	01/2016	06/2018	Twin Towers Renovations	\$ 3,500,000				3,500,000	
29	07/2015	09/2016	Teays Center	\$ 7,000,000	A	4	-	7,000,000	
30	01/2014	01/2016	Multi-Use Medical Educational/Research Building	\$ 50,000,000				50,000,000	SOM
31	07/2014	07/2015	Institutional Business Process Review & ERP Gap Analysis	\$ 500,000	E	3	-	500,000	IT
32	01/2015	08/2015	Joan C. Edwards Football Stadium Expansion	\$ 24,000,000	G	3	-	24,000,000	ATH
33	07/2013	12/2014	Identity Management System	\$ 150,000	B	3	-	150,000	
34	07/2013	06/2015	Campus-Wide Wireless Build-Out 263 Units	\$ 600,000	B	3	-	600,000	
35	08/2014	08/2015	Tennis Complex - Indoor Courts	\$ 6,000,000	D	4	-	6,000,000	ATH
36	07/2014	07/2016	Drinko Renovations & Upgrades	\$ 4,000,000	B	3	-	4,000,000	IT
37	02/2013	6/2013	Tennis Court Replace and Resurface	\$ 130,000				130,000	ATH
38	01/2014	03/2014	Joan C. Edwards Stadium Turf Replacement	\$ 850,000				850,000	ATH
39	08/2014	06/2015	Basketball Practice Facility	\$ 14,000,000				14,000,000	ATH
40	08/2014	06/2015	Outdoor Track Facility	\$ 6,000,000				6,000,000	ATH
41	08/2016	08/2017	Baseball Field	\$ 14,000,000	D	4	-	14,000,000	ATH
42	07/2014	09/2015	Shop - Storage of Athletic & B&G Equipment	\$ 350,000	D	4	-	350,000	
43	05/2014	09/2016	Holderby Hall HVAC Renovation	\$ 9,000,000	G	3	-	9,000,000	
44	12/2011	03/2015	Biotechnology Incubator & Applied Engineering Complex	\$ 60,000,000	C	4	50,000,000	10,000,000	
45	06/2012	04/2014	Fine Arts Incubator/Center for Visual Arts	\$ 11,975,000	A	3	11,975,000	-	
46	05/2011	08/2013	Soccer Stadium Complex	\$ 7,011,000	G	4	7,011,000	-	ATH
47	09/2010	12/2013	Academic Building Renovation/Repair	\$ 13,000,000	A	2	13,000,000	-	
48	11/2012	01/2014	Welcome/Recruitment Ctr - ADA Elevator & Renovations	\$ 700,000	D	3	700,000	-	
49	11/2012	01/2014	Fire Alarm System-Science/Henderson/Shewey/Football Stadium	\$ 302,991	G	1	302,991	-	
50	01/2013	08/2013	Joan C. Edwards Stadium Elevator Project	\$ 600,000	G	1	600,000	-	ATH
51	03/2013	08/2014	Academic Support Center	\$ 3,500,000	B	4	-	3,500,000	ATH
52	03/2013	08/2014	Sports Medicine Translational Research Center	\$ 7,500,000	C	4	-	7,500,000	ATH
53	03/2013	08/2014	Indoor Practice Facility with Track	\$ 14,000,000	D	4	14,000,000	-	ATH
54	01/2013	08/2013	Joan C. Edwards Stadium Sky suite Addition	\$ 2,400,000			2,400,000	-	ATH
			Total	\$ 407,728,991			99,988,991	307,740,000	

Mr. Lowther gave a report of the informational items. These were presented during the Committee Meeting

There were reports given by:

Mary Ellen Heuton – Financial Update

Some highlights were:

- As Dr. Kopp mentioned, a retreat/conference will be held in November to discuss further actions of what needs to be done as a BOG. Two outstanding consultants will be there.
- Budget work group and items discussed.

Karen Kirtley – Administration Update

- Environmental Health and Safety MS4 program was inspected in July with no deficiencies in the treatment system.
- Housing is up to 2100 residents, which includes 132 INTO and about 26 more students daily.
- Physical Plant – all projects were completed with the classroom remodeling, concrete projects and deferred maintenance that were supposed to be done in the summer.
- Master Plan project is proceeding and the Smith Group will be here in September. They will present the Plan to the Board in December 2013.

Beth Hammers -School of Medicine Update

Some highlights regarding the School of Medicine report by Beth Hammers:

- Site visit from LCME went well. The final report will be issued in October;
- The Accreditation Council for Graduate Medical Education (ACGME) was conducted recently and also a beta Clinical Learning Environment Review (CLER). These site visits are new and include outpatient areas as well as Cabell Huntington Hospital. They focus on six areas: patient safety, quality improvement, transitions of care duty hours and fatigue management, and professionalism.
- With healthcare reform underway, the SOM continues to work with our affiliated hospitals and other regional healthcare entities. With both St. Mary's Medical Center and Cabell Huntington Hospital, we are seeking to improve the infrastructure for trauma in order to better meet the needs of the region. The SOM is also in discussions with St. Mary's Medical Center on how to enhance cardiovascular services.
- Dr. Suzanne Holroyd, new psychiatry chair, is assisting with creating a psychiatry residency program.
- On October 2, 2013, the SOM will be sponsoring a Childhood Obesity Conference. The keynote speaker will be Dr. Jeffrey Friedman, who discovered the obesity gene, Leptin, and is the 2010 recipient of the Albert Lasker Basic Medical Research Award.

Mike Hamrick – Athletics Update

Some highlights were given regarding the indoor athletic facility, the new elevators at the stadium, and the Vision Campaign Update.

Perry Chaffin – Internal Audit Report of the Athletic Dept.

Some highlights were given during the Committee Meeting. It was noted that the Legislative Auditors are still in Athletics.

Academic & Student Affairs Committee, Edward Howard, Chair

Mr. Howard was not able to be at the meeting and Phyllis Arnold gave the Academic Affairs report.

The Action Items were as follows:

- Approval of Intent to Plan for the MS-Athletic Training, Entry Level Master's in the College of Health Professions, School of Kinesiology/Health Sciences

This entry-level master's in Athletic Training is intended for students seeking initial certification and registration/licensure as an athletic trainer and qualifies them to take the Board of Certification Examination. Dean Michael Prewitt of the College of Health Professions discussed this new program told the Board that a major such as this is driven by licensure requirements. Note: no additional resources, faculty lines or budgetary allocations are needed. Wyatt Scaggs made a motion, Joe McDonie seconded and the Board unanimously approved the following resolution:

Resolved, that the Marshall University Board of Governors approve the proposed Intent to Plan for MS-Athletic Training, Entry Level Master's.

- Approval of the Master of Public Health

Dr. William Pewen of the College of Health Professions provided a synopsis of the program. In the agenda, it was presented in detail. Today it is being brought to the Board for final approval.

Upon a motion by Marty Amerikaner, seconded by Miriah Young, and unanimously approved, the following resolution was adopted:

Resolved, that the Marshall University Board of Governors approve the Master of Public Health.

The next item is a resolution approving Statement of Institutional Commitment to Graduate Medical Education, Joan C. Edwards School of Medicine. This was discussed during the Committee at length and mentioned earlier in the meeting.

Resolved, that the Marshall University Board of Governors approves Statement of Institutional Commitment to Graduate Medical Education (GME) as revised July 1, 2013, effective immediately.

The Statement of Institutional Commitment to Graduate Medical Education, in its entirety, is posted to the JCESOM website at:

<http://musom.marshall.edu/residents/documents/Menu/StatementOfCommitment.pdf>

The next item is for Approval of amended conflict of interest in research policies. Two policies (AA-41 and AA-44) are being changed to bring them into compliance with the U.D. Department of Health and Human Services changed for regulations on the Responsibility of Applicants for Promoting Objectivity in Research for which Public Health Service Funding is sought and responsible Prospective Contractors. Upon a motion by Joseph McDonie, seconded by Miriah Young, the Board unanimously approved the revised research policies and is in full compliance. The resolution is as follows:

Resolved, that the Marshall University Board of Governors approves Policy AA-41, Individual Conflict of Interest in Research, and Policy AA-44, Institutional Conflict of Interest in Research.

The informational items were discussed with the Committee in detail; however, a detailed HEPC report was shared regarding Campus Compact changes and updates. Under Student Affairs, the Week of Welcome was discussed; Medical School Update was about the Obesity Conference and accreditation and Athletics discussed the Vision Campaign.

VII. Chairman's Report

Dr. Touma individually introduced the new members and gave a brief bio for each member.

VIII. Executive Session under the authority of WV Code §6-9A-4

There was no executive session.

VII. Announcements and Adjournment

The next Board Meeting is October 30, 2013 unless we have to call a special board meeting. Several items have been posted directly to your iPad, including the Committee Assignments.

As there were no other matters to bring before the Board, upon a motion by Mr. Haden, seconded by Mr. Lowther and unanimously approved, the meeting was adjourned.

Michael G. Sellards, Secretary