

**Marshall University Faculty Senate
Meeting Minutes
Thursday, March 27, 2025, 4:00 PM
BE-5 (Microsoft Teams Streaming Only)**

MEMBERS PRESENT: Nathaniel Ramsey, Jamey Halleck, Kevin Levine, Uyi Lawani, Margie Phillips, Amanda Thompson-Abbott, Mike Huesmann, Tim Melvin, Feon Smith, Tanvir Chowdhury, Ammar Alzarrad, Ross Salary, Simon Shim, Zach Garrett, Angela Graham, Shikeal Harris, Susanne Konz, Alysha Nichols, Marybeth Beller, Shoshannah Diehl, Marianna Linz, Boniface Noyongoyo, Daniel O'Malley, Shawen Schulenberg, Jana Tigchelaar, Anthony Viola, Raid Al-Aqtash, Kelly Beatty, Philippe Georgel, Sean McBride, Kyle Palmquist, Devon Wright, Stephen Young, Jessica Buerk, Eva Patton-Tackett, Ji Bihl (substitute for Nitin Puri), Jinju Wang, Ruhul Amin, Tiffany Davis, Mindy Varney, Kelli Johnson, Larry Sheret

MEMBERS ABSENT: Heather Stark, Sarah McDermott, Leah Turley, Ed Bingham (sabbatical substitute for Henning Vauth), Sandy York, Jerry Dooley, Conrae Lucas-Adkins, Jodi Cottrell, Clinton Brown, Puspa Damai, Megan Marshall, Rick Gage, Usha Murughiyan, Michael Hambuchen, Mary Platz, Jen Sparks, Tom Hisiro

EX-OFFICIO, VOTING/NON-VOTING MEMBERS PRESENT: Amine Oudghiri-Otmani, Brea Belville, Richard Egleton

EX-OFFICIO, VOTING/NON-VOTING MEMBERS ABSENT:

PARLIAMENTARIAN: Andrew Morelock

SENATE STAFF: Hailey Bibbee

GUESTS: In person – Brian Morgan, Gary McIlvain, Brad Smith, Stephen Tipler, Bruce Felder, Matt Tidd, Mary Beth Reynolds, Maria Gindhart, Vicki Stroehrer, Jodie Penrod, Tony Stroud, Avi Mukherjee, Susan Tusing, Sara Payne Scarbro, Robin Riner, Kateryna Schray, Jim Denvir, Anna Mummert, Julia Spears.

Virtual: Michael Prewitt, Glen Midkiff, Heather Stark, Monica Brooks, Teresa Eagle, Rick Gage, Derrick Kolling, Katherine Murphy, Grethcen Beach, John Maher, Brandi Jacobs-Jones, Billy Gardner, Charlotte Weber, Allison Carey, Hanna Kozlowski, Eric Blough, Theresa Hayden, Paul Robertson, Mark Zanter, Cara Bailey, Gena Chattin, David Dampier, Lacey Walker, Robert Bookwalter, Jessica Lowman, Taya Hagley, Wesley Stites, Casey Baker, Timothy Long, Isaac Wait, Gary McIlvain, Robin Looney.

The meeting was convened at 4:01 pm by Chair Shawn Schulenberg. Chair Schulenberg reviewed meeting procedures and expectations.

1. Approval of Proposed Agenda - **approved as amended**
2. Approval of Minutes of February 20, 2025 - **approved**

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3. Announcements – Chair

1. The President has signed the following documents:
 - a. January 13 Executive Committee Meeting Minutes
 - b. January 23 Faculty Senate Meeting Minutes
 - c. All Senate Recommendations/Resolutions.
2. The current legislative session in Charleston is advancing quickly. Crossover day is April 2 and the session is scheduled to end on April 12. SB 474 on “Ending Diversity, Equity, and Inclusion Programs” passed the Senate yesterday, and was introduced in the House, referenced to Education and then Judiciary. This will be our state-level guidance for DEI programs moving forward if it passes. In addition to the legislation we discussed at prior meetings, including DEI and the budget, there are a few items on my radar. HB 3279 moves to remove the voting rights from our student, faculty, and staff BOG representatives, repositioning them as simply non-voting, advisory members. It has passed the House Education Committee, and it is currently scheduled for its second reading on the House floor tomorrow. SB 841 would prohibit us from talking about sexual orientation or gender identity in curriculum. HB 3297 would create a “Washington Center for Civics, Culture, and Statesmanship” at WVU under the direction of the Governor’s political appointee.
3. UPGA 10 is currently under shared governance review. The Executive Committee evoked its right to recommend changes to this under the authority of Admin 20. We passed SR 24-25-28 EC, which recommended striking the language that restricted and sensitive data could only be accessed on university managed (issued) devices, given that many employees do not have access to one, and this would significantly hinder the ability of many of us to do our work. This language will change in the final draft so that we may use personal devices if they are encrypted and password protected. I would like to thank IT for working with us on this matter.
4. The Campus and Community Safety Workgroup meet on February 21. Hailey just distributed the notes from that meeting, but the topic of traffic and pedestrian safety was the main topic of conversation. Please review that information carefully and reach out to me if you have any questions or concerns you would like me to share.
5. Upcoming Meetings/Events
 - a. The Spring General Faculty meeting is scheduled for April 10th, 2025, at 4:00 PM in the Joan C. Edwards Playhouse. Agenda items include honoring retiring faculty and the recognition of award-winning faculty.

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- b. Our next Executive Committee meeting, which is the last of the year, is scheduled for April 14 for items to be taken up at the April 24 Faculty Senate meeting. All recommendations and resolutions for those meetings are due at senate@marshall.edu by April 4.

4. Guest Speaker: Susan Tusing – presentation about HLC accreditation available from Faculty Senate office

5. Shared Governance Review Committee - Election

Stephen Young by Vote of Acclamation

6. Recommendations/Resolutions

- a. **SR 24-25-23 BAPC** Recommends amending UPAA-2 (Class Attendance). - **approved**
- b. **SR 24-25-24 BAPC** Recommends amending UPGA-2 (Inclement Weather). - **approved**
- c. **SR 24-25-25 CC** Recommends approval of the listed UNDERGRADUATE PROGRAM ADDITION, DELETION, CHANGE in the following college and/or schools/programs: BA, Music Industry; Music Management; Athletic Training; Biomechanics; Exercise Science; Strength and Conditioning; Kinesiology; AT, Pre-Physical Therapy; AT, Pre-Med; AT, Pre-Physician Assistant; Biomec PrePhysical Therapy; Biomec, Pre-Med; Biomec Pre-Physician Assistant; Ex Sci, Pre-Physical Therapy; Ex Sci Pre-Med; Ex Sci Pre-Physician Assistant; SC, Pre-Med; SC, Pre-Physical Therapy; SC, Pre-Physician Assistant; Kin, Pre-Physical Therapy; Kin, Pre-Med; Kin Pre-Physician Assistant; BS, Health and Movement Sci Degree; Pre-Computer IT (Non-Deg); BFA, Music; Perform, BFA Music Emphasis; Jazz Studies, Emphasis; Multidisciplinary Studies; Music Entrepreneurship; Social Work; BS, Professional Pilot. - **approved**
- d. **SR 24-25-26 CC** Recommends approval of the listed UNDERGRADUATE COURSE ADDITION, DELETION, CHANGE in the following college and/or schools/programs: MUSP 225; MUSP 475; DTS 315; CHM 425; PS 101L; ART 218; MUS 101; MUS 110; MUS 326; MUS 495; MUS 310; MUS 327; MUS 427; NUR 418; PS 101. - **approved**
- e. **SR 24-25-27 APC** Recommends approval of ITP for BS in Sonography. - **approved**
- f. **SR 24-25-29 FS** Resolution to Protect Voting Rights on Board of Governors – **added to agenda; approved as amended**

7. Regular Reports

- i. President – Brad Smith (15 minutes)

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President's Report – March 2025
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- Good afternoon, my friends ... it is good to be with you today.
- As I shared in my last update, 2025 has certainly been a whirlwind of chaos, confusion and continuous change ...
 - And it hasn't been easy for many of us ... our families ... or our institutions.
- My youngest daughter recently asked me when things were going to get easier?
- In response, I shared with her a quote I'd recently read by Kara Lawson, the Coach of the Duke Women's Basketball team:
 - "We don't get to choose what kind of adversity we face.
 - The world isn't going to get easier.
 - What happens is you handle hard better.
 - If you have a meaningful pursuit in life, it's going to be hard.
 - But the key is learning to handle hard better."
- The current geopolitical, technological, social and economic landscapes are undergoing significant shifts that are occurring at a dizzying pace, and we're being impacted from every angle ... it feels like dancing between raindrops to avoid getting wet.
- But that's exactly what we're doing at Marshall ...
 - We are succeeding because we have a strategic roadmap – Marshall For All, Marshall Forever that we wrote together...
 - We are succeeding because we are working together – living our shared governance model on a daily basis, convening the five families when necessary to navigate uncertainty ...
 - And we are succeeding because we are Marshall, and we have learned to handle hard better ...
 - Whether it was surviving the Civil War when Union soldiers sought to burn Marshall College to the ground, only to be saved by Salina Hite Mason and her sisters,
 - Or enduring the aftermath of the plane crash in 1970 ...

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- We have learned to handle hard better at Marshall University ... together.
- With this context, I want to focus my update on three areas:
 1. The current reality we're navigating in this congressional and legislative session, the potential implications, and what has been discussed and put into action so far.
 2. Then, I'll then place these activities into the broader state of the university and the adjustments we're making in light of these changes.
 3. And I'll close with a specific request of each of you.
- Let me begin with the political and legislative landscape:
 - At the federal level, we've been navigating an onslaught of executive orders, DOGE implications and budgetary challenges.
 - These actions have impacted us in a variety of ways ...
 - From defining new expectations around diversity, equity and inclusion, which have also been mandated at the state level ... requiring us to adjust our approach to how services and support will be provided on campus,
 - To the downsizing and proposed elimination of the Department of Education which processes financial aid and provides other support services to our national education system,
 - In concert with the proposed reduction in research funding for indirect cost recovery which could cost Marshall \$1.4M annually ...
 - And then there's the recent Congressional action to pass a Continuing Resolution to avoid a government shutdown ... extending funding until the end September 2025 –
 - The good news is the avoidance of a Government shutdown...
 - But the bad news is a Continuing Resolution doesn't include any of the negotiated Congressionally Directed Spending projects, earmarks or programmatic plus ups we had requested ...
 - This equates to roughly \$44M in anticipated funding for Marshall University that is no longer committed.
 - While not the news we had hoped for, the Congressional Appropriations Committee is expected to soon begin determining requirements for consideration for FY26 bills... and we are at the table, engaged and resubmitting our FY25 requests, in

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addition to identifying new requests for FY26 for Congressional consideration.

- Which takes me to the state level, where we've also experienced a flurry of executive orders and proposed legislative bills.
 - A total of 2,376 bills have been introduced in the Legislature, of which 51 bills mention higher education.
 - The major areas we've navigated thus far include:
 - The Governor's Executive Order outlining DEI guidelines and requirements ...
 - The proposed budget for next year, that includes an \$800,000 reduction for Marshall which we are working hard to restore, as well as no pay increases.
 - And a legislative bill that proposes a reclassification of the BOG members who are elected to represent the student government, faculty and staff to become ex-officio non-voting members.
 - We've coordinated a response to the Legislature across our five families, which included letters from our BOG, our students and five families members, and from me, along with our peers at WVU ...
 - Highlighting the importance and effectiveness of shared governance at Marshall ... we will continue to attempt to reshape the direction of the proposal.
 - Suffice it to say that we are working very hard in this current environment at a federal and a state level ...
 - The implications, while still a work-in-process, are clear – what has occurred thus far has a potential impact on campus culture, shared governance and 10's of millions of dollars for Marshall ...
- Which takes me to my second topic – how we are navigating these stormy conditions.
 - First and foremost – we've kept our compass set to True North – Marshall For All, Marshall Forever – and our commitment is unwavering in our quest to deliver on our 2037 goals:
 - To have 100% of our students graduate with a job and no student loan debt,
 - To grow our research, grants and contracts from \$73M today to \$150M, while increasing the number of start-ups in the state by 3X,

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- And to grow our economic impact from an 18X return for every dollar invested, to a 30X return by 2037.
- This commitment has kept us focused and aligned ... remaining true to our financial principles:
 - To grow students, not fees,
 - To invest in our team ... which is each of you & your fellow employees,
 - To take care of the house ... investing in technology and deferred maintenance,
 - And to strategically manage our resources ... eliminating our structural deficit by 2027.
- Despite the headwinds ... we're executing well against each of these principles, while strengthening our foundation:
 - In our quest to grow students, not fees ... Spring enrollment is up nearly 9% over the Fall 2024, with improved retention and student success.
 - And our Fall 2025 pipeline is looking stronger each day ...
 - We recently announced the newest element of our "Marshall For All" promise - "Tuition-Free WV".
 - This program provides tuition-free admission to Marshall University for WV residents with a household income <\$65K (or Pell-eligibility).
 - For context, our Fall 2024 class included 597 West Virginia residents who were first-time freshmen with a family income of <\$65,000.
 - In addition to launching this program, we are doubling the size of the Marshall For All debt-free program in the Fall 2025 ...
 - Welcoming 200 new students with the debt-free promise, joining their peers in the Fall 2023 and Fall 2024 classes which each had 100 in them ...
 - Proving that we're staying focused on our students and their success!
 - In our commitment to invest in the team ...
 - We're rolling out our new performance management system to ensure everyone has clear goals and regular check-ins with their supervisor ... something that's been a clear theme in our Annual Employee Engagement

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Survey.

- We're introducing a Total Rewards Statement that will help every employee better understand what their total pay and eligible benefits are ... so they can fully appreciate and maximize all that is available to them.
- And while the Governor's budget proposal did not include a pay raise for state employees this year ... we remain committed to investing in our team ...
- While we will not be able to implement a pay increase for all employees this year, we are seeking to fund targeted pay increases for around 150 employees who are below the minimum of the new staff salary scale ... a ~\$400,000 investment.
- We remain committed to our FY'27 goal to have all employees paid at or above the 80% of midpoint for their position ... which will require ~\$900,000 and has been built in our 3-year plan to achieve.
- We also continue to take care of the house ...
 - We are actively working on 19 projects in our Shock & Awe program ... leveraging the \$21.8M in funding that was provided by the state last year to address deferred maintenance.
 - And we're gearing up for our 4th annual Community Cares Week that is scheduled for May 20th-23rd ... where we'll invite the campus and community to volunteer to help us spruce up the campus ... an effort that saved ~\$500,000 in expense last year!
- And finally, we continue to manage our resources strategically, while navigating out of our structural deficit.
- We started in 2022 with a forecasted deficit of \$28M, heading towards \$35M if we failed to course correct ...
- We developed a strategic roadmap to grow our way out, while tightening our belts along the way ...
- Over the past two years, we've reduced our structural deficit to roughly \$14M, with a path to being in a net positive position by 2027 ...
- While ensuring our employees will be paid at a minimum of the 80% of midpoint for their respective positions.

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- We've achieved this thoughtfully and collectively, by:
 - Increasing enrollment and student success ...
 - Growing our research, grants and contracts ...
 - Finding new sources of auxiliary revenue ...
 - Finding efficiencies in supplies and other services through our Save-to-Serve efforts ...
 - And moving to an Incentivized Budget Model, increasing transparency and accountability across the campus.
- With that said, the external storm clouds have grown darker in the past two months ...
- As I described, external funding sources at a federal and state level are being increasingly challenged, cut or placed on pause ...
- In addition, we discovered a forecasting error in our cash flow model that suggested that we had more cushion to withstand this storm than is actually available ...
 - It's sort of like the old fuel gauge in your car 20 years ago that showed you still had a half a tank of gas, but when you flicked it with your finger, it showed that you're closer to an 1/8 of a tank of gas ... not enough reserve to get to through.
- The good news is that we had anticipated we would be heading into stormy conditions as we entered this year's budget season, and we challenged ourselves to repair the roof while the sun was still shining ...
 - In doing so, we tasked the Campus-wide Budget Advisory Committee and each of the colleges and departments to prepare for a range of scenarios ...
 - A base case spending scenario ...
 - A 2% expense reduction scenario ...
 - And a 4% reduction scenario.
 - Given all that has transpired, we will be enacting the scenario requiring a 4% spending reduction to weather the storm and ensure that we remain on track.

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- We will also tap into our strategic reserves to shore up our cash flow during this period of time.
- It won't be easy, but it will be necessary.
- We will communicate more, working with the Budget Advisory Group, Deans and respective department heads in the coming weeks.
- Which takes me to my third and final point ... my request of you.
 - "We don't get to choose what kind of adversity we face.
 - The world isn't going to get easier.
 - What happens is you handle hard better.
 - If you have a meaningful pursuit in life, it's going to be hard.
 - But the key is learning to handle hard better."
- Team, we have a meaningful pursuit, and the work we do matters.
 - We are changing lives, families and communities for generations to come.
 - We may not get to choose the adversity we face, but we do get to choose who we face it with ...
 - And I choose us ...
 - My request of all of us is the following:
 - Give each other grace ...
 - Realize that we are navigating a period of difficult choices and trade-offs ...
 - Everything isn't going to feel good ...
 - But know that the person standing next to you cares, and wears that same Kelly Green jersey ...
 - They are acting with good intentions and simply doing the best they can in this incredibly dynamic and tense situation.
 - So, in the midst of the discord, let's create our own harmony ...

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- By leaning into trust,
- Caring for one another,
- And moving together as one ...
- It's working ... and we are doing hard better than others ...
- Because We Are ... Marshall!

ii. Provost – Avinandan Mukherjee (15 minutes)

We have experienced 2 years of positive enrollment growth

Over 8000 applications for F25

Most areas are seeing an increase in enrolment

Admitted students' day and Green and White days planned

Student Success Champions – 188 nominations; awards on 5/6 in JMR

Increased retention because of the special program in this area

Program reviews – 33 programs, 2 discontinued, 1 improved, 5 consolidated

Applied Business School Symposium at SBUS

Student Research Symposium 4/3

iii. Board of Governors – Robin Riner (5 minutes)

No BOG meeting since last FS

Next BOG is 4/9

Will host office hours after agenda comes out

Thank you to FS and all who reached out to the legislature regarding HB3279

iv. Advisory Council of Faculty – Amine Oudghiri-Otmani (5 minutes)

Met on 2/21, approved minutes from 1/24 with minor revisions

Joe Jenkins, HEPC representative, who entertained the DEI legislation which initially raised concerns that all DEI would be eliminated. The bill allows several exceptions for protecting classroom teaching, title IX compliance, and promotion

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of first-generation college students, low-income students, and underserved student populations.

Matt Turner commented on HB2166, which would create a behavioral health workforce initiative with HEPC. This bill never made it out of finance last year, but it was re-introduced by Chair Ellington and is expected to move forward this year.

Brief discussion of HB2623, which would abolish PEIA, but the bill is not expected to move forward this year.

Discussion of HB2396, “the library bill,” which would remove the exemption for criminal liability for libraries that expose minors to offensive ‘obscene’ material. There is concern that without a definition of “obscene,” libraries will be forced to prohibit access of minors, which will come with technical and logistical concerns.

Brief discussion of HB2034 and HB2554 which would require students to pass a US constitution test, or US citizenship test, respectively in order to graduate high school.

The HEPC held a micro-credential summit the week of Feb. 24, and the OER conference is coming up in April.

ACF subcommittee working on faculty evaluation guidelines expects to present at the June ACF meeting, but the ACF subcommittee working on faculty compensation had not met since the last meeting.

The Great Teachers conference, which is the longest continuous teaching seminar in the country, will take place in June. HEPC covers most business expenses, and the home institutions cover the cost of travel, lodging and food. Most institutions send two individuals.

Next ACF meeting is Apr. 18.

v. Graduate Council – Richard Egleton (5 minutes)

Next meeting 4/28

Electing GC rep to Shared Governance Council

Rucker Award, grad faculty award, winners will be announced at the General Faculty meeting

vi. Student Government Association – Brea Belville (5 minutes)

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Thank you all who donated food (4000+ items) and money (\$5000+)

Brea conducted Be the One training for students
(www.wvcolliaterecovery.com/betheone)

Partnered with WVYU Student Body President against HB3279

8. Standing Committee Liaison Reports

i. Academic Planning Committee – Daniel O’Malley (4 minutes)

The APC met once since last report – on Feb. 25 – and voted to approve an Intent to Plan for a BS in Sonography.

ii. Athletic Committee – Tom Hisiro (4 minutes)

Senior Associate Athletics Director, Beatrice Crane-Banford began the meeting reviewing the Activity Wheel Document in Athletic Department PowerPoint and also the agenda for the meeting.

Beatrice reported the NCAA now requires a Core Guarantee of Programing Principles which will be attested by the NCAA in November of 2025 for the 2024-25 year.

Christian Spears reported on two All M Capital Projects. The All M Creative Suite used by all areas to create content to promote Student-Athletes and their teams. He also discussed the All M Capital Project involving renovated space in an improved location in Gullickson for the School of Health & Movement Sciences. This change also opens space for coaches and staff near the Practice Facility.

Christian reviewed the Department of Athletics “Plan-On-A Page” and the strategy of focus on Maslow’s Hierarchy and Fan’s First and also working toward the 50/50 goal (generated/institutional) financial model.

He also highlighted the academic success of our Students-Athletes reporting 101 with a 4.0 GPA and all athletics teams at a 3.0 gpa or higher which is amazing. He credited the students, coaches, academic staff, and the leadership from the Provost’s Office for this fantastic achievement.

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Christian also reported on Student Athlete recognition for Abby Herring, Women's Track and XC - SBC nominee for the NCAA Woman of the Year, Logan Osburn, Football - SBC Elite Award, Kylee Mastin, Women's Track and XC - XC Runner of the Year, and Mike Green, Football - SBC Player of Year.

Beatrice Crane-Banford reported 1,570 Hours of Community Service by our Student-Athletes for the Fall 2024. Beatrice also discussed the Title IX Annual Report. Title IX Compliance for participation is being met in Prong Three – Accommodating Interests and Abilities. Marshall may look at adding Beach Volleyball (SBC sponsored sport) and or Acrobatics & Tumbling (an NCAA emerging sport sponsored in Mountain East Conference) at some point.

Dr. Karen McComas discussed her role as the Faculty Athletic Representative (FAR), a position required by the NCAA. This position focuses on Student-Athlete well-being, Academic integrity, and Institutional control. This critical position serves as the “principal point of contact to whom student-athletes can report any actions” and also serves as a bridge between the Student-Athletes, the Athletics Department, and Academics.

Beatrice Crane-Banford highlighted new policies and a communication reporting flow chart for Student-Athlete well-being and new safety guidelines for transporting current and prospective student-athletes.

Christian discussed the House Settlement (House v NCAA) scheduled to be approved in April. Marshall and the entire SBC are choosing to Opt-In which will allow the potential for institutional revenue sharing with student-athletes and make the change from the previous NCAA scholarships limits to new team roster limits. Schools who Opt-In would be able to provide full scholarships if they choose to do so up to the new team roster limits. This change projects to reduce our number of student-athletes by approximately 40 which will create some department savings.

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Christian Spears provided Athletic Team Updates, Football - SBC Champions, Men's Soccer - NCAA Runners Up. He also reported Marshall's Women's Swimming and Diving team will join the AAC as an affiliate member in 2025-26 as the Sun Belt Conference will no longer sponsor the sport.

Christian reported new Head Coaches in Football, Tony Gibson and in Volleyball, Heather Stout. Also hired was John Zubek, Associate AD for Compliance.

Q&A

Tom Hisiro asked about the current football transfer portal policy and the challenges this creates. Christian Spears reported that what Marshall went through in December with the Bowl game may create changes in the Transfer Portal as all 134 FBS Head Football Coaches voted for changes at the recent AFCA Meetings. Christian indicated we may also see a reduction in Bowl games due to the expanded CFP format.

iii. Budget & Academic Policy Committee – Jana Tigchelaar (4 minutes)

This report summarizes the activities and discussions of the Budget and Academic Policy Committee from the February 17 and March 14 2025 meetings.

One of the agenda items in both meetings was the **Attendance and Excused Absences Policy**, which this body voted on today, so I will keep my remarks minimal. The committee worked to review and correct inconsistencies between the Board of Governors policy and the student handbook/catalog regarding excused absences as well as to clarify the process in cases of inclement weather.

The AI academic policy item has been tabled for the remainder of the academic year. The committee is liaising with the task force and awaiting their input for the next academic year.

The committee discussed course withdrawal deadlines; Carl Mummert identified discrepancies between the catalog and Board of Governors policy on this matter. This remains an ongoing issue that will be revisited at a later date.

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A grade appeal request for a hearing was denied. The committee noted that the appeal board performed their duties effectively.

The committee's final meeting of the academic year is scheduled for April 18, 2025.

Inclement Weather Policy

A proposal has been developed to empower groups to determine whether classes will continue during inclement weather, with the provision that absences must be excused under such circumstances.

Faculty Best Practices

Carl Mummert has developed best practices guidelines for faculty, which empower instructors to make decisions about class delivery or cancellation and to inform their department chairs about such decisions. This proposal passed at the March 14 meeting.

AI Academic Policy

Course Withdrawal Deadlines

Carl continues to address discrepancies between the catalog and Board of Governors policy on this matter. This remains an ongoing issue that will be revisited at a later date.

New Business

Grade Appeal Board

A grade appeal request for a hearing was denied. The committee noted that the appeal board performed their duties effectively.

Next Steps

The modified attendance policies will be on the next Faculty Senate agenda, with broad support anticipated for these changes. The committee's final meeting of the academic year is scheduled for April 18, 2025.

iv. Library Committee – Margie Phillips (4 minutes)

Library Committee Meeting 3/26/25

Old Business:

Update on the hallway in Morrow Library and the elevator access. Not all of the ADA problems are resolved. There is more accessible means of reaching the elevator from the 1st floor. The hallway mentioned in the last meeting was built and installed quickly within 2 weeks, making the elevator accessible to the public on the first floor. When entering the building from the main doors, people still have to use a lift in order to reach the main area on the 1st floor and to access the elevator. Unless they enter by the doorway where the dumpsters are located, which is not ideal.

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New Business:

Dr. Monica Brooks became aware that Staff Council and the Executive Committee of Faculty Senate were informed of the 2% & 4% cut scenarios. Not official yet. In January/February 2025, they received the initial budget information for 2025-26 academic year. The Library Administration Team discussed previous cuts at the Library. A review of materials and they identified close to \$300,000 worth of resources that were discontinued. These resources included low usage and compared to the cost, and were resources that would not harmfully impact accreditation for various programs. Making additional cuts will be very difficult.

The Library was approved to launch a Master's degree in Library Science at the request of the state of WV and due to the Public Library system having needs and a shortage of librarians. No budget is affiliated with the new program. The Library is absorbing those costs and ensuring a quality master's degree to the state.

Good news the Library successfully hired a new MDS Specialist (Marshall Digital Scholar) in the archives. Also recruiting the Founding Director of the Masters of Library Science program and a Faculty Member to support the program.

The library committee was provided a resource list containing the cost per use for materials purchased in 2023/24 with data of how many times someone touched or downloaded an item from an e-resource. The Library Committee invites their college/department library partners and colleagues in each college to assist committee members with a review process to find further potential cost savings. First S2S Meeting is scheduled for Monday, March 31st, 2:00-3:00 pm, with Microsoft Teams.

v. Faculty Development Committee – Chair/Liaison (4 minutes)

Shawn announced that INCO apps are due 4/1

vi. Physical Facilities & Planning Committee – Jamey Halleck (4 minutes)

Met on 4/25, elected a Chair and Secretary

Next meeting in mid-April

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9. Other Requests to Speak

None

The meeting was adjourned 5:12 p.m.

Respectfully Submitted:

Kelli Johnson

Dr. Kelli Johnson, Recording Secretary, Faculty Senate

MINUTES APPROVED BY FACULTY SENATE:

Dr. Shawn Schulenberg, Chair
Faculty Senate

Date Signed

MINUTES READ:

Brad Smith, President
Marshall University

Date Signed