

General Faculty Meeting

THURSDAY, APRIL 10TH

4 P.M. – 5:30 P.M.

JOAN C. EDWARDS PLAYHOUSE

April 10th, 2025



Welcome from the Faculty Senate Chair



Remarks from the University President





Marshall for All, Marshall Forever

Spring General Faculty Meeting

April 10th, 2025



Our Storied History

188 YEARS OF GROWTH AND ADVANCEMENT



1837
Marshall Academy
created

1858
Becomes a
college

1863
Civil War; **Salina Hite Mason**
saves Marshall College by
purchasing the property at
auction and supporting the
school financially



1907
Enrollment
passes **1,000**

1929
During the **Great Depression**,
students pay for tuition
in "IOUs" and potatoes

1937
Ohio River **flooding**
damages campus
facilities



1947, 1948
Men's basketball wins
national championship;
football plays in **Tangerine Bowl**

1946
More than **500 veterans**
enroll in program **allowing graduation in three years**

1938
Board of Education
authorizes Marshall to
offer **master's degrees**

1961
University status achieved



1970
Airplane crash kills 75
football players, coaches,
administrators and
supporters



1992, 1999
First **football championship** (Division 1-AA); **top 10 ranking**
and **Motor City Bowl**
win over BYU

1990
Enrollment
exceeds
12,000

1977
Medical School
opens

2018
R2 research institution designation
received from the
Carnegie Classification of
Institutions

2020
Men's soccer wins
school's first **NCAA Division 1 National Championship**

2023
"Marshall for All, Marshall Forever" **strategic roadmap** developed; first cohort of 100 "**Marshall for All**" students arrives

2024-25
2nd cohort of 100 "**Marshall for All**" arrives;
"**Tuition-Free WV**" announced



Marshall University

A VIBRANT ECOSYSTEM

- Public research university – R2
- 14 colleges and schools
- 12,318 total | 2,971 graduate students
- 75% are from West Virginia
- 48% are first-generation college
- 44% are Pell Eligible
- Admitted from 44 countries
- 1,870 full-time faculty and staff



Marshall University **Academics**

- Huntington
- South Charleston
- Point Pleasant
- WV International Yeager Airport;
Huntington Tri-State Airport;
Eastern WV Regional Airport;
Ohio County Airport;
Greenbrier Valley Airport



Joan C. Edwards **School of Medicine**



Marshall University **Research Corporation**



Marshall University **Athletics**



Marshall University **Foundation Inc.**



Marshall Health **Network**

Marshall University

OUR ROLE AND IMPACT

WE ARE ... A Prosperity Platform to Accelerate Individual Success, Innovative Ideas and Economic Impact

INDIVIDUAL SUCCESS

2,500 Graduates/Year
75% from West Virginia
48% First Generation



120,000+ Alumni:
Admirals & Generals, Governors,
Fortune 500 CEOs, Emmy/Tony/Pulitzer
Prize Award-Winners, Doctors, Lawyers,
Scientists, Educators, Professional
Athletes & Coaches, Heisman Trophy
Finalists and Hall of Fame Inductees

INNOVATIVE IDEAS

Research
Scholarship
Creativity



\$73M Research Grants & Contracts
Carnegie R2 (7% of Institutions)
Cybersecurity & Forensics | Rural Health
Addiction Science | Obesity | Gerontology
Advanced Manufacturing | Aviation
Advanced Energy | Digital Humanities
Design Thinking | Entrepreneurship

ECONOMIC IMPACT

Educate
Innovate
Collaborate



64% Graduates Remain in WV
300+ Companies Helped/Year
900+ People Trained/Year
Flight School | Aviation Maintenance
\$1 Invested Yields 18X Return
\$1.2B Economic Impact/Year
"Choose West Virginia" Tour

Sources: Center for Economic and Business Research, West
Virginia Higher Education Policy Commission Funding Formula

A Shifting Landscape Necessitates Change

HEADWINDS RESHAPING HIGHER EDUCATION

DEMOGRAPHICS



Enrollment Cliff
Interest in College
Return-on-Investment

DIGITAL







Digital Transformation
Knowledge Economy Demands
Non-Traditional Alternatives

DOUBT




Gallup Survey
Structural Deficits
Closed Operations

Our **PLAN-ON-A-PAGE**

VISION	 <div>“To inspire learning and creativity that ignites the mind, nurtures the spirit, and fulfills the promise of a better future”</div>				
CREED	Educational Open Civil Responsible Safe Well Ethical Pluralistic Socially Conscious Judicious				
2037 GOALS	 <div>Individual Success 100% Placement Rates for Graduates Zero Students Graduate with Student Loan Debt</div>		 <div>Innovative Ideas \$150M Research, Grants, Contracts 3X Start-Ups Incubated</div>		 <div>Economic Impact 30X Return for Every \$1 Invested 3X GDP Impact in West Virginia (\$2.3B)</div>
STAKEHOLDER GOALS	<div>Students Offer an affordable education with a distinctively supportive and flexible experience to ensure lifelong prosperity</div>	<div>Team Empower faculty and staff to do the best work of their lives</div>	<div>West Virginia Improve the well-being of all West Virginians by creating breakthrough opportunities and solutions</div>	<div>Financial Stakeholders Build a resilient and sustainable institution to outlast headwinds</div>	
STRATEGY	<div>Marshall for All, Marshall Forever In-Demand Curriculum • On-Demand Delivery • Distinctive Value Proposition</div>				
PRIORITIES	Increase access	Ensure affordability	Grow support programs	Deliver on demand	Enable lifetime achievement
METRICS	<div><ul style="list-style-type: none">Strategic Enrollment Mgt. Plan<ul style="list-style-type: none">New student enrollmentTarget segments enrollmentRecruitment contactsConversion ratesStopped-out/returning students</div>	<div><ul style="list-style-type: none">Student debt loadDebt-free cohorts/retentionInternships and jobsM4A fundraising campaignUndergraduate ROI</div>	<div><ul style="list-style-type: none">HerdConnect mentorshipCenter for Student Success1st yr retention/6 yr graduationE2E student experienceAI-based customized support</div>	<div><ul style="list-style-type: none">In-demand programs & microcredentialsHyFlex/Hybrid coursesAI assessment/applicationOnline degree programs</div>	<div><ul style="list-style-type: none">Customized training - MAMCAcademic pathways selectedCareer Engagement participationLifelong learning</div>

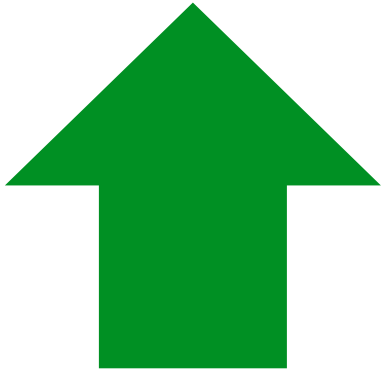
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Accelerating Ideas to Impact

FIVE STUDENT-FIRST PRIORITIES

INCREASE ACCESS



Total Enrollment

Fall 24: **+ 9.3%**
Fall 22-24: **+11.8%**

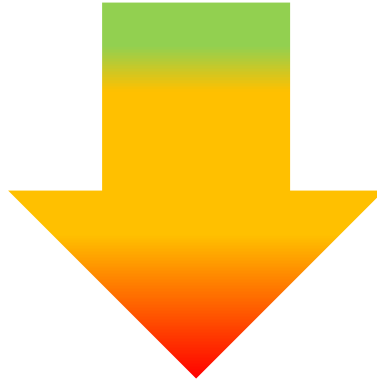
ENSURE AFFORDABILITY



Metro Enrollment

Fall 24: **+12.5%**
Fall 22-24: **+34.9%**

GROW SUPPORT PROGRAMS



First-Year Retention

Fall 22: **74.4%**
Fall 23: **78.7%**
Fall 24: **72.2%**

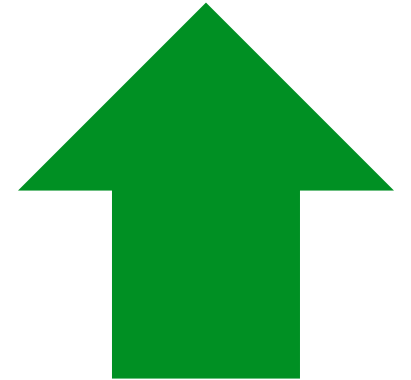
DELIVER ON DEMAND



Online Enrollment

Fall 24: **+ 8.5%**
Fall 22-24: **+28.6%**

ENABLE LIFETIME ACHIEVEMENT



Internships/Practicums

Fall 22-Spring 23: **27.6% of seniors**
Fall 23-Spring 24: **30.8% of seniors**
Fall 24-Spring 25: **30.7% of seniors**

Accelerating Ideas to Impact

SIX AREAS OF DISTINCTIVE EXCELLENCE

CYBERSECURITY & FORENSICS



HEALTH SCIENCES



ADVANCED MANUFACTURING



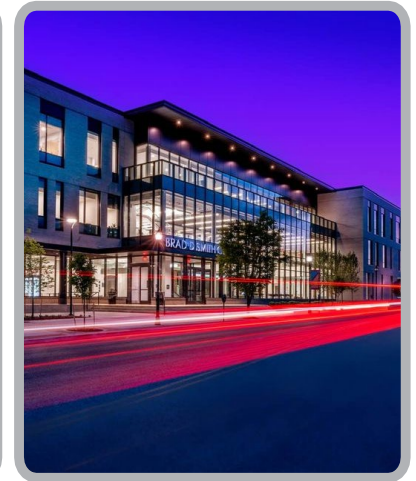
ENERGY



AVIATION



ENTREPRENEURSHIP



"Academic Center of Excellence"

Construction
July 2025

Opening
Fall 2027

Academic Health System

Addiction
Obesity
Gerontology
Rural Health

Workforce Hub Industry Services

300+ Companies
Served
900+ Workers Trained
National Hub for
Manufacturing
Apprenticeships

Hydrogen & Nuclear SMRs

Early Explorations
Strategic
Partnerships

Pilots/ Maintenance Techs

Fall 2021
18 students
2 aircraft

Fall 2024
237 students
11 aircraft/1 rotorcraft
5 airports

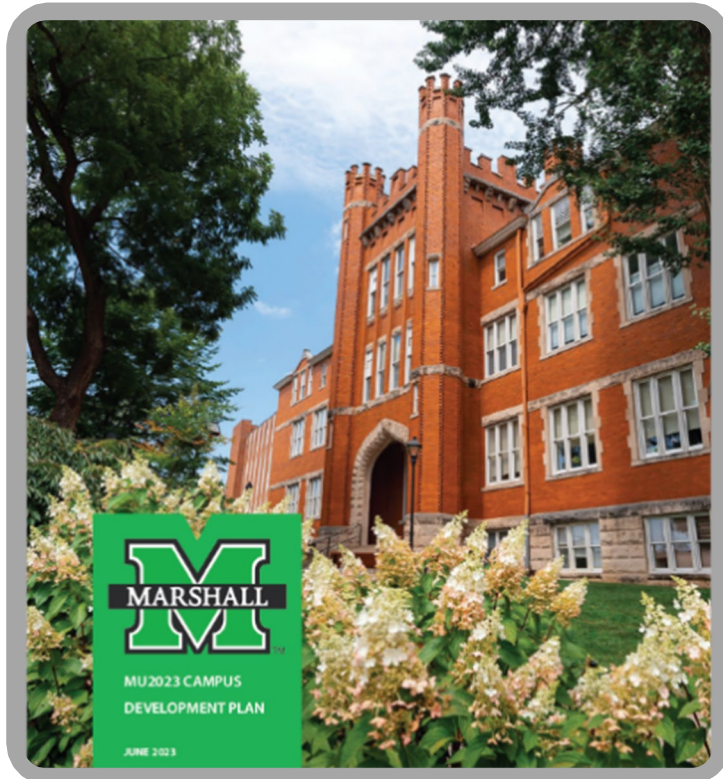
Center for Business and Innovation

Grand Opening
January 2024
950+ Trained in
Design Thinking
Innovation District

Accelerating Ideas to Impact

INVESTING TO BUILD FOUNDATIONAL CAPABILITY

10-YEAR CAMPUS MASTER PLAN



**Community Cares Week
“Shock and Awe” Execution**

DESIGN THINKING/ GENERATIVE AI



**President’s Task Force on AI
SREB: AI in Education**

MARSHALL FOR ALL, MARSHALL FOREVER



**100% Job Placement
2nd Cohort of 100 Students
Tuition-Free WV Announced**

Accelerating Ideas to Impact **MARSHALL FOR ALL**

Six-Year Graduation Rates

56%

SREB Non-Pell Students

43%

SREB Pell Students

58%

WV Non-Pell Students

38%

WV Pell Students

Grade Point Average

Marshall Pell-Eligible Students

3.08 GPA

2nd Marshall for All Cohort

2.69 GPA

Marshall Peers

Retention - Fall 2023→Fall 2024

Marshall Pell-Eligible Students

79% Retained

1st Marshall for All Cohort

66% Retained

Marshall Peers

Retention - Fall 2023→Fall 2024

Marshall Metro Students

79% Retained

1st Marshall for All Cohort

68% Retained

Marshall Peers

Key Takeaway

Early indications are that removing a financial barrier can lead to higher retention and graduate rates. This means improved economic prospects for individuals and economic benefits for the region through a better-educated workforce.

Grow Students, Not Fees

MARSHALL FOR ALL: TUITION-FREE WV



New for Fall 2025!

- Open to West Virginia residents.
- Available to first-year freshmen.
- Family income must be below \$65,000.
- Covers tuition and mandatory fees.
- Must apply to and be accepted to Marshall.
- Must complete the FAFSA.

Manage our Strategic Resources

PROMOTE LONG-TERM SUSTAINABILITY

ENDURING FINANCIAL PRINCIPLES

1. Grow STUDENTS, Not Fees.

- ✓ Minimize tuition and fee increases.
- ✓ Institutional success is measured by our accessibility, affordability and lifetime value for the students we serve.

2. Invest in our TEAM.

- ✓ Align employee compensation with market.
- ✓ Incentivize for performance and living the Marshall University Creed.

3. Take Care of the HOUSE.

- ✓ Investments in facilities are essential to the university mission.
- ✓ Invest in innovative technologies to meet modern challenges.

4. Manage our Strategic RESOURCES.

- ✓ Build key reserves for fiscal/operational resiliency.
- ✓ Invest available resources in new market-driven opportunities.

STRATEGIC INITIATIVES

"Save-to-Serve"

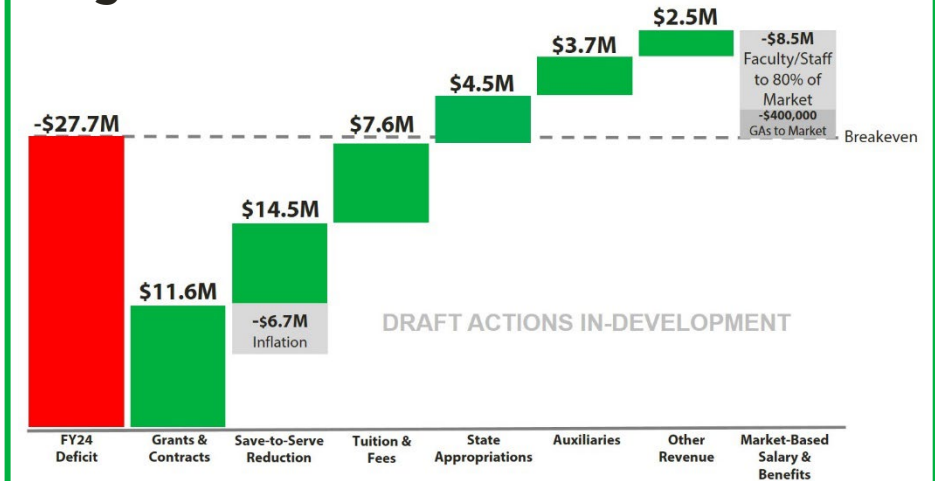
- Identify/take action:
 - Savings opportunities
 - Spending habits
 - Areas of waste
- Budget Advisory Committee guidance
 - Monthly meetings
 - Purchasing best practices
 - Spending deep dives
- Goal of \$14.5M in savings over four years

Incentivized Budget Model

- Resources aligned with strategic goals
- Shared financial governance
- Culture of trust, responsibility, accountability
- Data informed

WHERE WE STARTED... FINANCIAL ROADMAP

Original FY24-27



Grow Students, Not Fees

TUITION/FEES AND AFFORDABILITY

2026 Budgeted Revenues
\$358.7M

Student Tuition
and Fees
21.2%

Grants
and
Contracts
34.1%

Auxiliaries 12.2%

Other Operating 3.4%

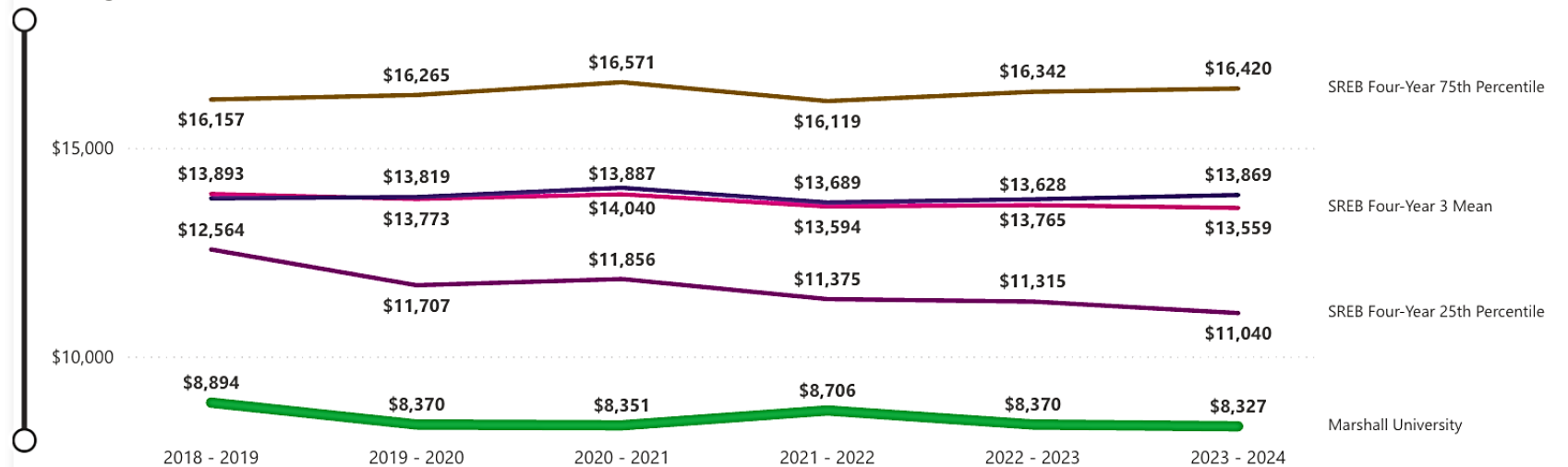
State
Appropriations
21.2%

Pell Grants 6.3%

Other Non-Operating 0.7%

Comparison to Southern Regional Education Board (SREB) 4-Year Institutions

Average Net Price



Sources: Integrated Postsecondary Education Data System (IPEDS) and College Scorecard, U. S. Department of Education

Grow Students, Not Fees

TUITION/FEES AND RETURN ON INVESTMENT

2026 Budgeted Revenues

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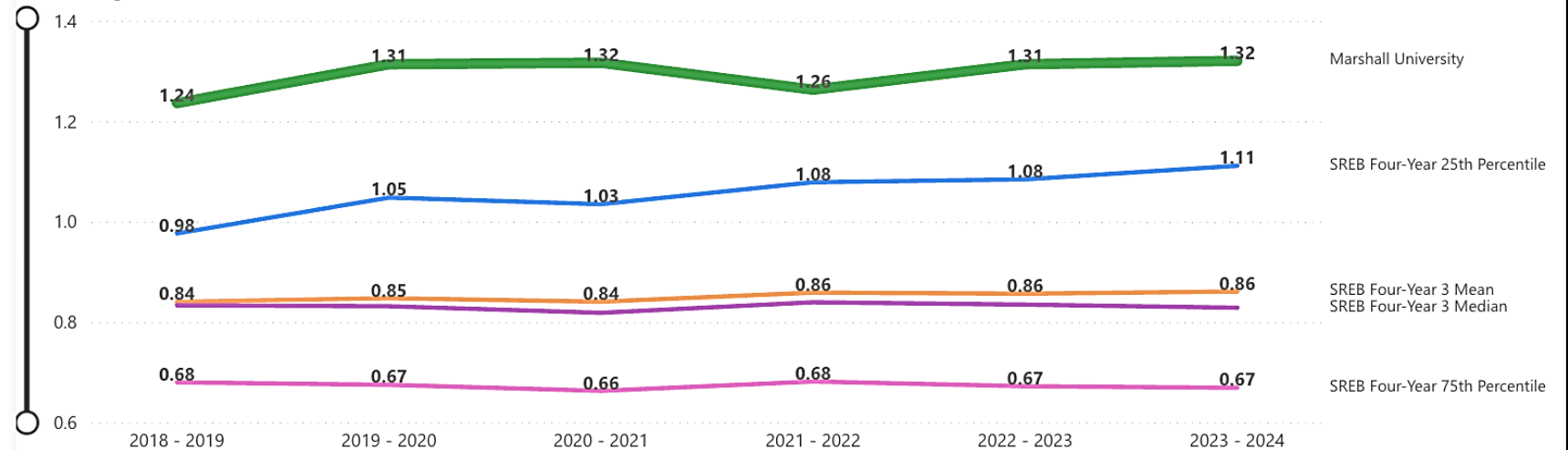
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Comparison to Southern Regional Education Board (SREB) 4-Year Institutions

Earnings Ratio



Sources: Integrated Postsecondary Education Data System (IPEDS) and College Scorecard, U. S. Department of Education

Invest in our Team

PAY RAISES → MARKET RATES

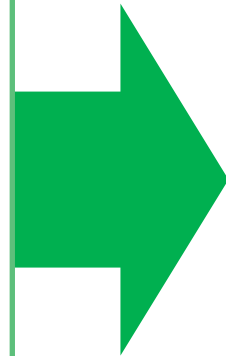
FY25 ACTIONS

State Funded

- \$1,000 Lump Sum
- +1% Base Increase

Market Equity Adjustments

- \$1M from Save-to-Serve
- Distributed based on Compa-ratio (position relative to mid-point)



FY26 BUDGET

State Funded

- No State-funded increases

Market Equity Adjustments

- \$369K to fund minimum of new salary scale for 156 employees

FY27-29 CONSIDERATIONS

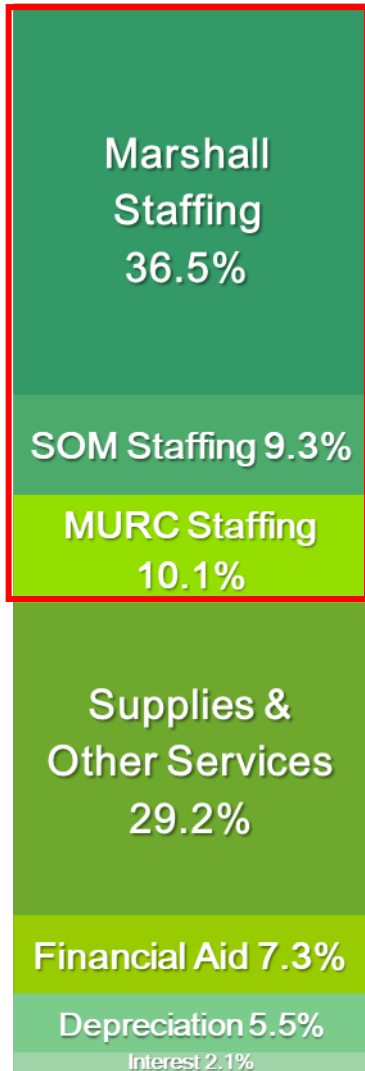
Market Equity Adjustments

- Performance-based increases
- \$533K budgeted market adjustments:
 - \$158K to bring entry-level minimum salary to \$14/hour (\$27,300) for 69 employees
 - \$375K to bring everyone to 80% of Compa-ratio for 431 employees

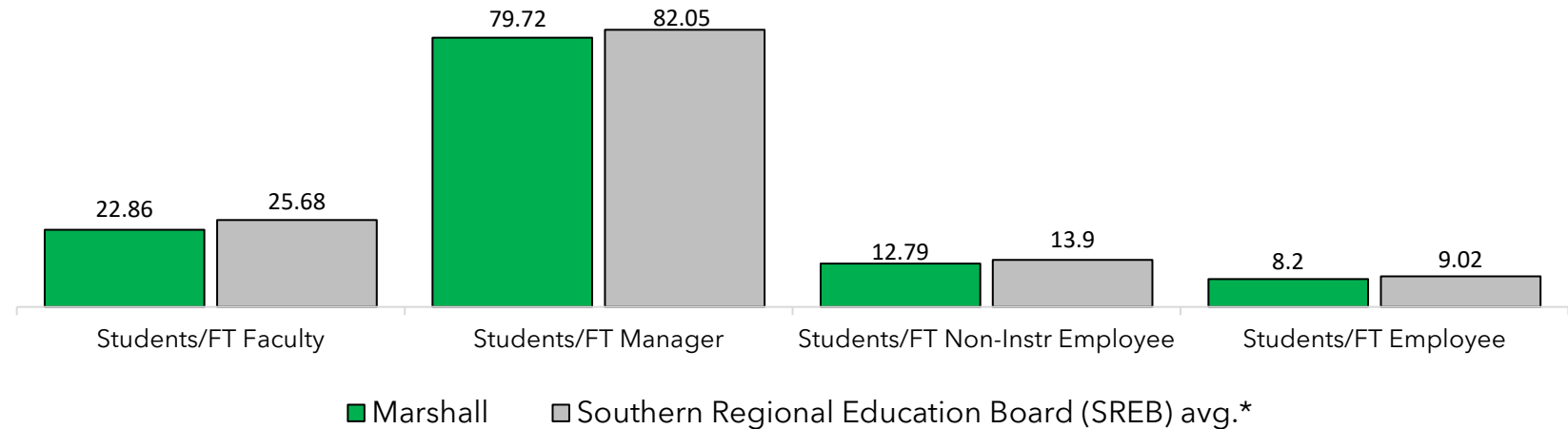
Invest in our Team

STAFFING TRENDS

2026 Budgeted Expenses
\$371.1M



Monitoring Staffing to Mirror Enrollment



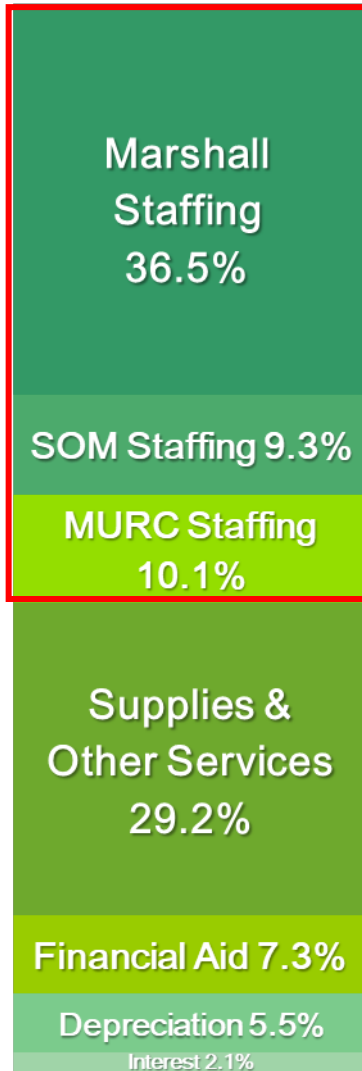
- Strategic Hiring Committee → No New Positions
- Operation CORE Strength → Best-in-Class Ratios
- Staffed for 12,800 Students (12-18 months of growth)

*Source: Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, 2023-24; excludes School of Medicine employees.

Invest in our Team

OPERATION CORE STRENGTH

2026 Budgeted Expenses
\$371.1M



Objectives

- Ensure employees are strategically positioned in roles that maximize skills, knowledge and abilities.
- Improve decision-making and resource allocation.
- Align talent with university's strategic priorities.
- Enhance organizational effectiveness and efficiency by removing barriers to the flow of information and work, and optimizing spans of control.

Actions To-Date

- Current state analysis of organizational structure completed
- Cabinet members identified industry staffing benchmarks for each area of responsibility; then developed one-page draft action plans to "right-size" their operations
- Dashboard developed to compare staffing levels with regional peer institutions using CUPA* data to identify broad areas of under- and over-staffing

Next Steps

- Compare Cabinet benchmarks/draft action plans with CUPA dashboard
- Refine Cabinet-level action plans accordingly, followed by creation of comprehensive future-state organizational structure
- Develop dashboard to help Cabinet monitor their staffing vs benchmarks/ideal state "at-a-glance"; green dashboard means backfills and budgeted positions may be filled; yellow or red dashboard, case must be made to Strategic Hiring Committee

Take Care of the House

FACILITY MAINTENANCE

CAPITAL PROJECT PRINCIPLES FOR ALLOCATION

Building System Stabilization	35%
Health and Safety	25%
Equitable Environment/Title IX	20%
Invest to Accelerate Growth	15%
<u>Miscellaneous</u>	<u>5%</u>
Total Points	100%

PROJECT “SHOCK AND AWE” \$21.8M from State for Deferred Maintenance

- ✓ Chiller Replacements - Smith Hall and Drinko Library (\$3.3M)
- ✓ Roof Replacements - South Charleston, Drinko Library (\$3.6M)
- ✓ Structural Repairs - Old Main (\$1M)
- ✓ Air Handler Units - Science Building (\$1.3M)
- ✓ Emergency Generator/Safety Phase I (\$687K)
- ✓ Fire Alarm Upgrades (\$363K)
- ✓ Elevator Modernization (\$1.1M)
- ✓ Sanitary Pipe Replacement - Henderson Center E-Level (\$540K)
- ✓ Morrow Library ADA Updates (\$1.2M)
- ✓ Locks - Smith Hall and Fine Arts (\$300K)
- ✓ Floor Renovations - Erma Ora Byrd Clinical Center (\$268K)
- ✓ Concrete - Smith Hall and Henderson Center (\$250K)
- ✓ Stormwater Improvements Phase I (\$1.1M)
- ✓ Demolition - Laidley and Holderby Halls (\$1.6M)
- ✓ Renovations - Fine Arts (\$2.3M)
- ✓ Restroom Renovations - Memorial Student Center (\$880K)
- ✓ HVAC Replacement - Former MRI Building (\$222K)
- ✓ Classroom/Restroom Repair/Renewal - Campus-wide (\$1.4M)
- ✓ Band Bleacher Replacement - Henderson Center (\$400K)

All projects either under way or completed.

State funding of \$5.8M received to-date. Anticipated April 2025 invoicing for drawdown of next \$607K.

Take Care of the House

COMMUNITY CARES WEEK

YEAR 3 RESULTS

- **1,088** volunteers – 50% increase from 2023
- **3,415** service hours
- **785** volunteers on Marshall campuses
- **303** volunteers through Alumni affiliations
- **\$466,202** saved through sweat equity
- **100+** staff members leading teams
- **2,568** flowers and shrubs in Huntington
- **55** bushes and shrubs at So Chas and MOVC
- **690** bags of mulch
- **103** tons of stone/landscaping rock
- **70** gallons of paint
- **14** 30-yard dumpsters

YEAR 4 PLANS



Continue to increase the scope and impact of alumni, campus and community members participating and giving back.

- **Tuesday, May 20** – Main Campus, Byrd Clinical Center, Linda S. Holmes Student Wellness Center, Hope House, Satellite Campuses
- **Wednesday, May 21** – Main Campus, Satellite Campuses
- **Thursday, May 22** – Main Campus, Project HOPE, Satellite Campuses
- **Friday, May 23** – Main Campus

15+ alumni chapter service projects in home communities

GOAL: +5% in volunteers (target: 1,142) and service hours (target: 3,586)

www.marshall.edu/cares

Strategic Initiatives

“SAVE-TO-SERVE”

Cost Containment + Revenue Growth = Sustainability

WHAT IS IT?

- Campus-wide priority
- Cost-saving initiative
- \$14.5M goal over three years

AREAS OF FOCUS

- Non-personnel spending
 - “Supplies and Other Services”
- Contract reviews
- Procurement policy review

PROGRESS TO DATE

- \$3.1M in spending reductions achieved in FY24; additional \$3.1M forecast in FY25
- 5% annual reductions targeted through FY27
- Marshall Marketplace e-procurement implementation

Manage our Strategic Resources

INCENTIVIZED BUDGET MODEL

Academic Unit-Level Proformas

Revenues

A

Tuition, Fees and Aid

- Based on credit hrs of instruction/of record

B

State Appropriations

- Aligned with State Funding Formula incentives

Expenses

C

Direct and Shared Costs

- Units responsible for direct expenses
- Assessed share of indirect costs

D

Strategic Funding Mechanism


- Units fund strategic investment pool
- Make other units whole

A

B

C

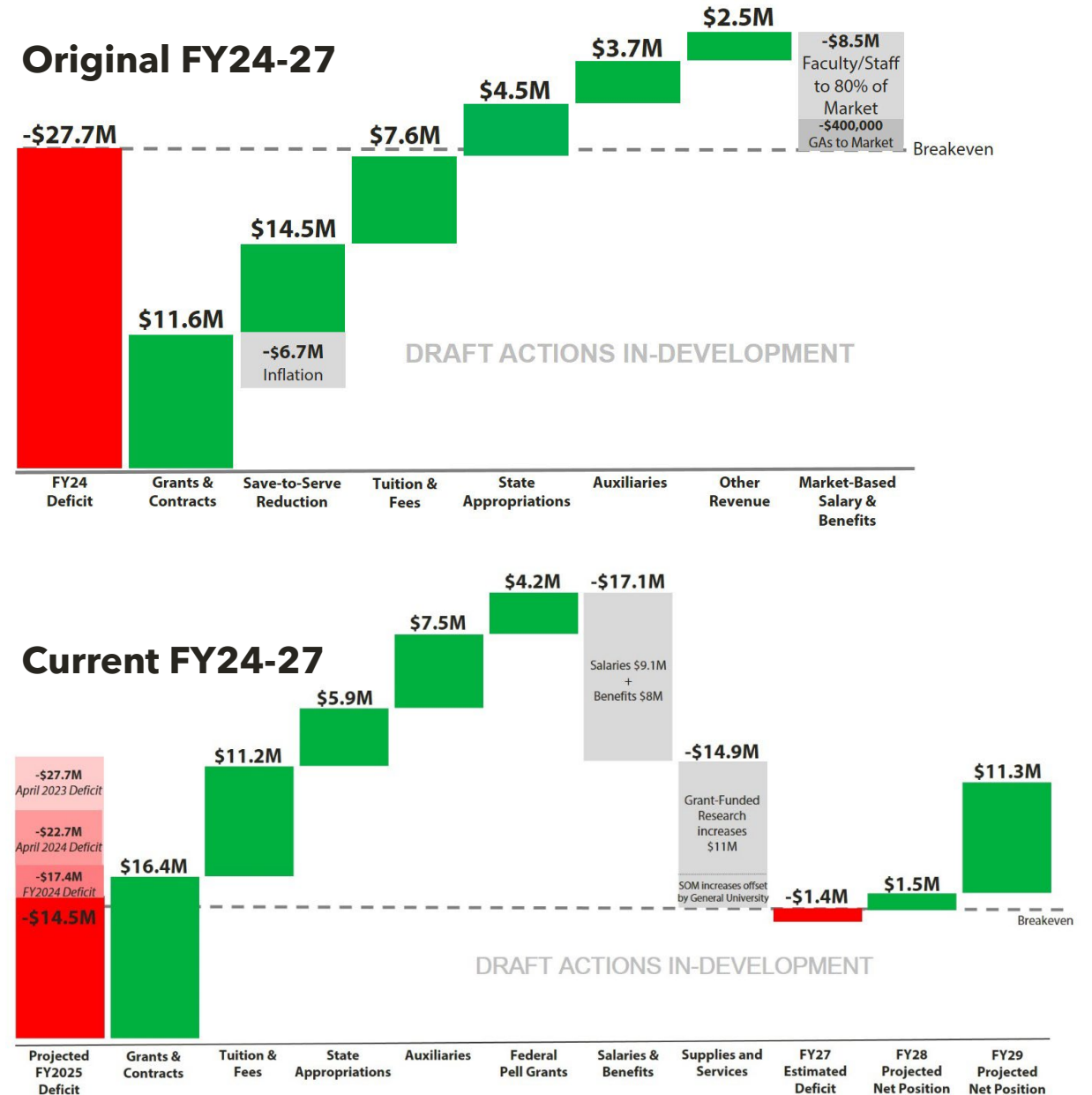
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	Division of Aviation	College of Business
<i>Incentive-Based Budget Model Fiscal Year 2022</i>	Total	Total
Revenues		
Total Undergraduate Tuition	141,496	6,893,599
Total Graduate and Professional Tuition	-	1,927,315
Total Fees	537,069	2,523,213
Total Scholarships & Waivers	(59,789)	(4,077,204)
Total Net Tuition & Fees	618,776	7,266,923
State Appropriations - Deferred Maintenance	-	-
State Appropriations - Instruction & Enrollment	48,342	3,122,609
State Appropriations - Degree Completion	-	3,379,201
State Appropriations - Sponsored Programs	-	240
State Appropriations - Student Segment Population Supplement	5,644	337,186
State Appropriations - Direct	-	-
Total State Appropriations	53,985	6,839,237
Total Contracts & Grants	379,890	980,201
Total Sales/Services	-	-
Total Gifts and Other Revenue	575,000	125,450
TOTAL REVENUES	1,627,652	15,211,810
Expenditures		
Total Salaries and Wages	709,081	7,086,171
Total Benefits	192,742	1,922,785
Total Salaries, Wages, and Benefits	901,823	9,008,956
Supplies and Other Services	6,065,064	299,067
Utilities	35,074	-
Travel	21,994	14,288
Other Expense	-	-
Interest on Indebtedness	-	37
Depreciation	-	-
Total Supplies, Services, and Other	6,122,133	313,392
TOTAL DIRECT EXPENDITURES	7,023,956	9,322,348
MARGIN BEFORE SUPPORT UNIT COST ALLOCATIONS	(5,396,304)	5,877,712
<i>Margin Before Support Unit Cost Allocations %</i>	<i>-332%</i>	<i>39%</i>
Allocated Administrative Support Unit Costs		
Academic Support	34,743	1,981,798
Athletics	37,521	1,905,248
Facilities	407,542	400,130
General Administration	39,955	2,125,273
Research	9,931	25,625
Student Support	6,773	496,675
Total Allocated Support Unit Costs	536,465	6,934,750
TOTAL EXPENDITURES + ALLOCATED SUPPORT UNIT COSTS	7,560,421	16,257,098
Participation Fee Payment (Outflow) - 20.0%	-	-
Strategic Initiative Contribution (Outflow) - 0.0%	-	-
MARGIN AFTER PARTICIPATION AND STRATEGIC FUND CONTRIBUTION	-	-
Subvention Fund Disbursement (Inflow)	3,471,387	2,197,162
MARGIN AFTER FUND DISBURSMENTS	3,471,387	2,197,162

Manage our **STRATEGIC RESOURCES**

Key Assumptions		
REVENUES		
	Original	Current
✓ Grants and Contracts	+3.5%	+3.7%
✓ Net Tuition/Fees		
• FY26	+2.5%	+2.0%
• FY27	+2.5%	+9.7%*
• FY28	+2.5%	+6.2%*
✓ State Appropriations		
• FY26	+\$3.3M	+\$770K
• FY27	+\$1.5M	Flat
• FY28	+\$1.5M	Flat
✓ Auxiliary Revenue		
• FY26	+3.5%	+4.3%
• FY27	+3.5%	+2.9%
• FY28	+3.5%	+3.1%
EXPENSES		
✓ Salaries and Benefits		
✓ FY26 - FY28	+\$3.5M	+400K Annually
✓ Supplies and Other Services: 5% reduction offset by School of Medicine and grant-funded spending		

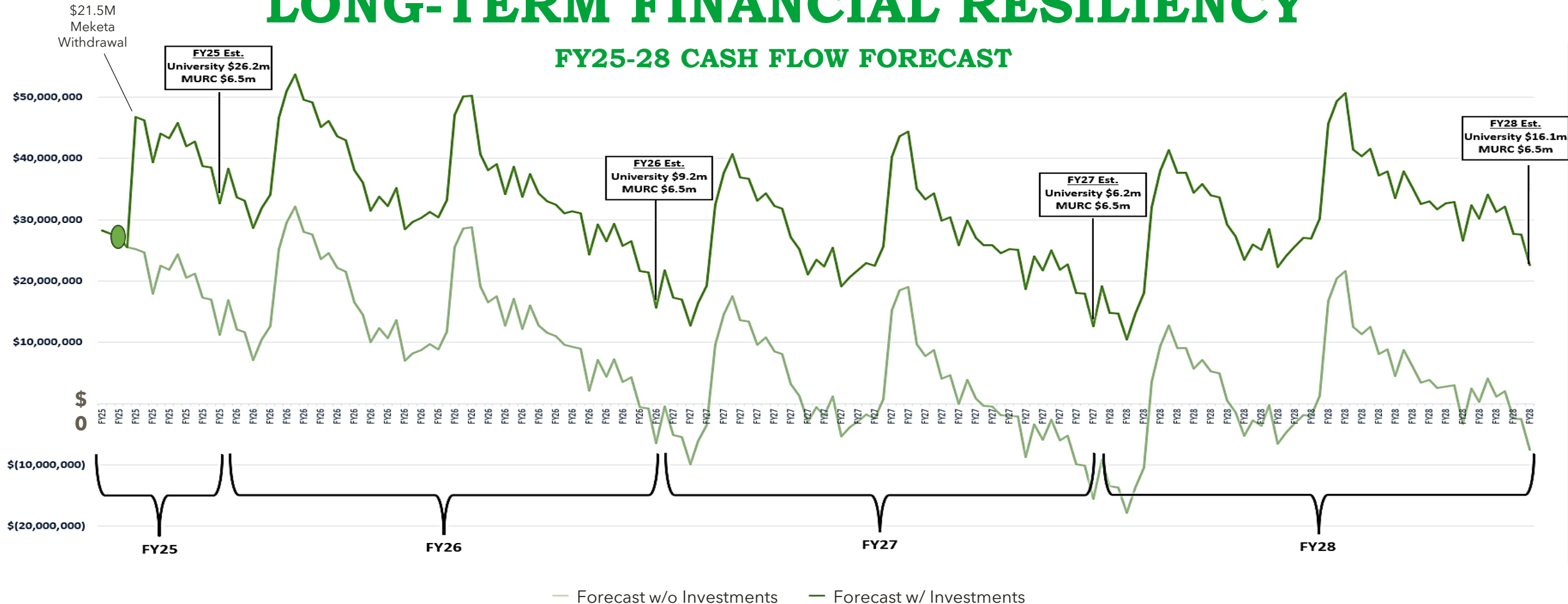
*Growth in FY27-FY28 Net Tuition and Fees being driven by the School of Medicine revised tuition model (+4.8% in FY26, +2.5% in FY27 and +2.5% in FY28).



Manage our Strategic Resources

LONG-TERM FINANCIAL RESILIENCY

FY25-28 CASH FLOW FORECAST



Key Takeaways

- **Cash Inflows:** Fall (August/September) and Spring (January/February) inflows must sustain the university for entire year.
- **Draw Down Meketa Investments:** To supplement cash position, university is recommending drawing down \$21.5M of the combined Board of Governors, School of Medicine, and Research Corp investment portfolios in April.
- **Goal:** Maintain cash level at or above the benchmark of two-month operating expenditures (\$56M) and annual debt service (\$10M) for the University, School of Medicine and MURC.

Summary

MARSHALL FOR ALL, MARSHALL FOREVER

THANK YOU ... for your leadership, your partnership and your support

- Marshall is a prosperity platform for West Virginia and Appalachia.
- We're navigating transformational change and choosing to play offense.
- We've charted a strategic roadmap to future prosperity and it's working.
- Your partnership and support are sincerely appreciated.

Remarks from the Faculty Senate Chair




Faculty Senate: Year in Review

1. Adopted Shared Governance Charter
 - a. The Five Families
2. New Standing Committee: Faculty Technology Committee
3. First year of CIM: Program Reviews, Intents to Plan, Curriculum Changes
4. Policy Revisions
 - a. Academic Suspension
 - b. Class Attendance
 - c. Inclement Weather
 - d. Equivalencies for College Teaching
5. Catalog Standardization
6. Updated Marshal and Usher Rotations
7. Best Practices in Cancelling Class/Temporarily Changing Modality
8. Spring Commencement: Soledad O'Brien
9. Last 2024-25 Meetings: April 14 and 24



Presidential AI Task Force

AI PLAN ON A PAGE

VISION	 The Marshall Community envisions becoming a leader in innovation and academic excellence, harnessing the power of AI to shape the future of education and research.	
MISSION	The Presidential AI Task Force aims to empower people to leverage AI to improve education, drive cutting-edge research, and optimize operations, fostering a culture of continuous innovation and excellence.	
VALUES	Teaching & Learning Innovation - Research Excellence & Impact - AI Technology & Infrastructure Operational Efficiency & Compliance	
STAKEHOLDER GOALS	Cultivate a dynamic AI Community of Practice among Faculty, Staff, and Students	Empower innovation by providing resources for AI experimentation and strategic pilots
INITIATIVES	<ul style="list-style-type: none"> Build & maintain AI @ Marshall website & content for the University newsletter Create AI @ Marshall community of practice Continue to develop AI micro credential and upskill opportunities for students, faculty, staff, and our communities. 	<ul style="list-style-type: none"> Provide opportunities for experimentation and resources through the AI @ Marshall Innovation Challenge Support strategic pilots to measure impact of AI teaching and learning tools on student outcomes Explore AI grants and funding opportunities for continued education, innovation, and experimentation
METRICS	<ul style="list-style-type: none"> Integrate AI resources for faculty, staff, and students into the MyMU platform Bi-Weekly Office Hours for curated AI content from the AI Taskforce during each semester starting in Spring 2025 Implementation of Coursera for AI by Summer 2025, determine baseline, & increase percentage of completions Plan an AI themed hackathon by Fall 2025 	<ul style="list-style-type: none"> At least five AI projects with measured ROI each semester starting in Spring 2025 Completion of Khan Academy Pilot in Spring 2025 and provide measurement of student outcomes with Khan intervention Develop a prototype of an agent using Microsoft CoPilot Identify and determine feasibility of at least 2-3 grant opportunities with an AI focus



Presidential AI Task Force

Latest Updates



New Website

www.marshall.edu/ai



New Trainings

Marshall Microcredentials
Coursera
In person/virtual trainings
from CTL and Design Center



New Software

Adobe Acrobat AI (April 14 Training),
Adobe Firefly, and Adobe Express
Microsoft Copilot Chat (new functions)
Blackboard Ultra AI (new functions)



AI Day Celebration

April 29 at 3PM
(location TBA)



General Remarks from Faculty Senate Chair

The State of the Academy

Recognition of Retiring Faculty



College of Arts and Media



W. Edwin Bingham

School of Music
35 Years of Service



David Castleberry

School of Music
35 Years of Service



College of Education and Professional Development



Tom Hisiro

Leadership Studies
14 Years of Service



Teresa Eagle, Dean

Leadership Studies
27 Years of Service



Richard Yocke

Teacher Education
6 Years of Service



Lewis College of Business



Jeffrey Archambault

Interim Dean
Accounting
22 Years of Service

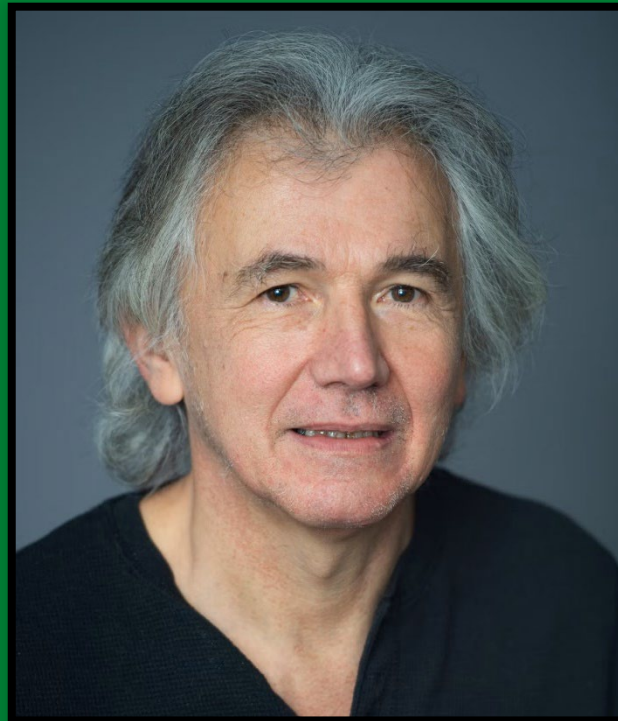


College of Liberal Arts



Kat Williams

History
22 Years of Service



Eric Migernier

Modern Languages
27 Years of Service



Anara Tabyshalieva

History
16 Years of Service



College of Health Professions



Mary Beth Reynolds

Assoc. VP, Assessment & Quality Initiatives
Communication Disorders
30 Years of Service



College of Science



Michael Norton

Chemistry
34 Years of Service



Elmer Price

Biological Sciences
19 Years of Service



JCE School of Medicine



Nancy Norton

Pathology
21 Years of Service

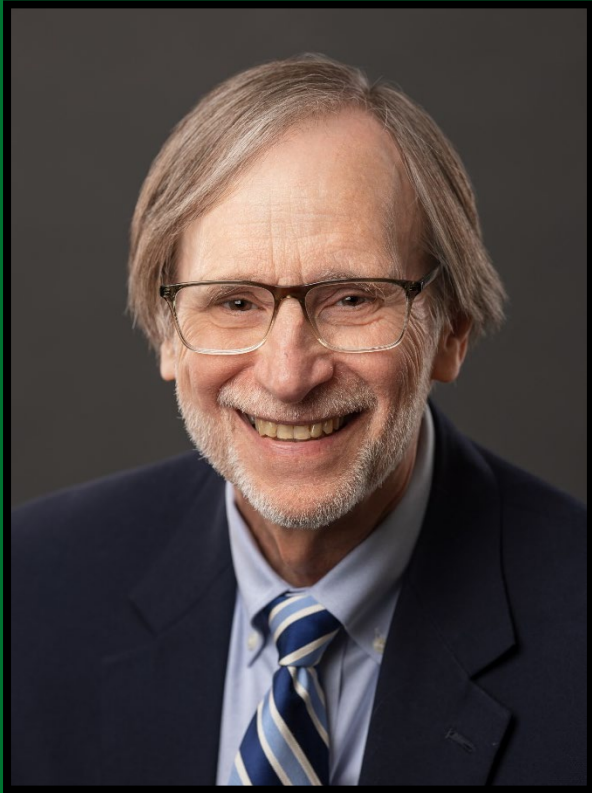


Charles Giangarra

Orthopaedics
18 Years of Service



JCE School of Medicine



Stephen Petrany

Family & Community Health
35 Years of Service



Hyla Harvey

Family Medicine
26 Years of Service



Maria Tria Tirona

Internal Medicine
22 Years of Service



Special Thank You



Avinandan Mukherjee

Provost

Senior Vice President for Academic Affairs

8 Years of Service



In Memoriam





James Reimer

English

40 years of service





Margie McInerney

Management & Healthcare
Administration

39 years of service





Dean Adkins

Biological Sciences

31 years of service



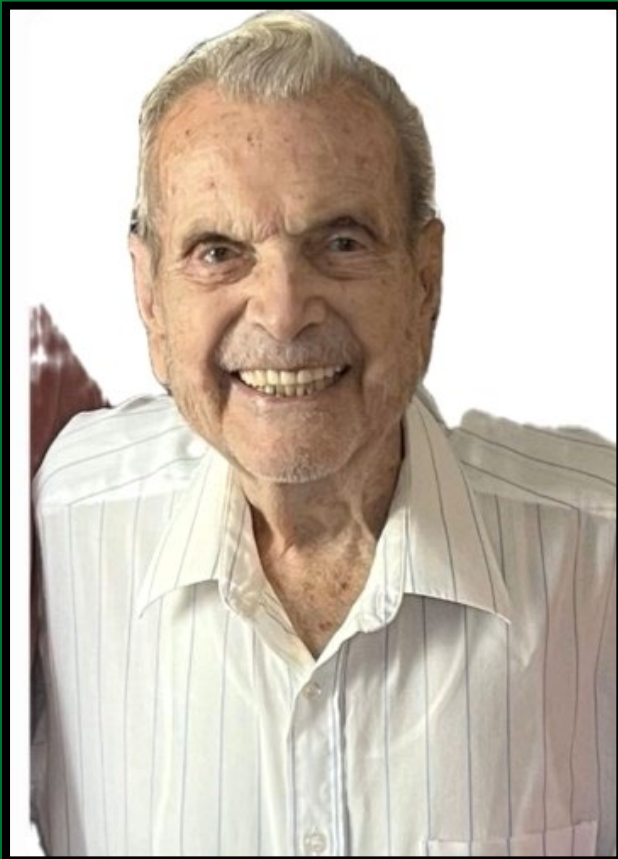


Karen Mitchell

Mathematics & Physics

30 years of service





Jack Jervis

Interim Dean, COEPD
Philosophy

28 years of service





Dale Shao

Marketing, MIS, & Entrepreneurship

24 years of service



Presentation of Awards



MU Distinguished Service Awards



Marybeth Beller
Political Science |
College of Liberal Arts



W. Edwin Bingham
School of Music |
College of Arts and Media



MU Distinguished Service Awards



Lisa Heaton

Curriculum and Instruction |
College of Education and Professional Development



Brian Morgan

VP for Institutional Research and Planning |
Chief Data Officer |
College of Science



MU Distinguished Service Awards



James McIntosh

Mechanical and Industrial Engineering |
College of Engineering and Computer Sciences



Uday Tate

Marketing, MIS, & Entrepreneurship |
Lewis College of Business



John & Frances Rucker Outstanding Graduate Advisor of the Year Award



Kimberly McFall
Curriculum and Instruction |
College of Education and Professional Development



Kyle Palmquist
Biological Sciences |
College of Science



Charles E. Hedrick

Outstanding Faculty Award



John Young

English | College of Liberal Arts



Marshall & Shirley Reynolds Outstanding Teacher Award



Hilary Brewster

English | College of Liberal Arts



Pickens-Queen Teacher Awards



Rick Gage

Natural Resources & The Environment |
College of Science



Sara Henning

English |
College of Liberal Arts



Molly Mersmann

History |
College of Liberal Arts



Council of Chairs Award for Excellence in Teaching



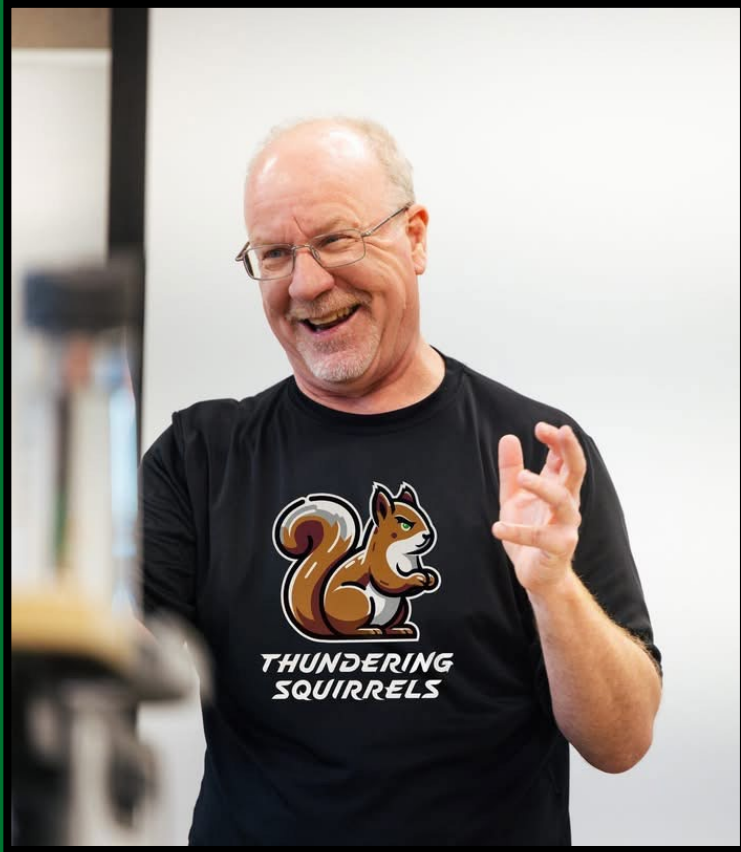
Cat Pleska

English | College of Liberal Arts



MU Distinguished Artists & Scholars Award

— Senior Recipient for Arts, Social Sciences, Humanities, Education & Business



Dan Hollis

School of Journalism and Mass Communication |
College of Arts and Media



MU Distinguished Artists & Scholar Award

– Senior Recipient for Sciences & Technology



Haroon Malik

Computer Sciences and Electrical Engineering |
College of Engineering and Computer Sciences



MU Distinguished Artists & Scholars Award – Junior Recipient in All Fields



Jinju Wang

Biomedical Sciences | JCE School of Medicine



MU Distinguished Artists & Scholars Award – Team Recipient in All Fields

Sarah Clemins



Lisa Fry



Pam Holland



Jamie Maxwell



Kelly Rutherford



Communication Disorders | College of Health Professions



Adjournment

THANK YOU & GO HERD!

