

Marshall University Classified Staff Council Minutes

August 20th, 2026 Meeting via Microsoft Teams

Members Present: Jesse Baldwin, Nina Barrett, Lacie Bittinger, Kathy Brannock, Mark Brumfield, David Childers, Dean Crawford, Tiffani Daniels, Mary Layne, Becky Lusher, Larry Morris, Carleen O'Neill, Elizabeth Rexroad, Marcos Serrat, Heather Smith, Amy Weaver

Members Absent: Nick Martin, Nathan Miller, Nancy Tresch-Reneau,

Members Absent (Excused):

Guests: Attached

Chair Lacie Bittinger called the meeting to order.

President Brad Smith

- Marshall welcomed more than 1,950 incoming freshmen, and feedback from both students and parents has been overwhelmingly positive regarding the campus environment, student support services, and the overall welcoming experience.
 - President Smith extended his appreciation to all employees who contributed to orientation and welcome activities.
- **Marshall For All, Marshall Forever: Progress Update**
 - The progress made from the Marshall For All, Marshall Forever strategic vision since it was launched in 2022 includes the following ways the strategy has helped the university:
 - Grow enrollment.
 - Reduce the institutional deficit.
 - Improve employee compensation levels.
 - Increase Marshall's national visibility.
 - Generate stronger economic impact throughout West Virginia.
 - Increase support from alumni and elected officials.
- **The Three D's: Demographics, Digital Transformation, and Doubt**
 - When the strategic plan was introduced, university leadership anticipated significant disruption from demographics, digital transformations, and doubt (regarding higher education's value and purpose) as well as the following challenges:
 - Changing state and federal policy environments.
 - Financial pressures affecting higher education.
 - Changing public expectations of universities.
 - Ongoing transformation in college athletics.
 - The rapid emergence of generative artificial intelligence.
- **Three-Phase Strategic Roadmap**
 - The three phases of Marshall's strategic roadmap included:
 - Phase One: Optimize
 - The goal of this phase was to create long-term sustainability by maximizing the effectiveness of Marshall's existing operating model including the save-to-serve

- program, incentivized budget model, and the strategic enrollment management plan.
 - Results included a significant reduction in institutional deficit and improved financial sustainability.
- Phase Two: Transform
 - The goal of this phase was to become a leading institution by enhancing access, affordability, student support, and career outcomes.
 - Major initiatives included:
 - Direct Admissions implementation.
 - Updated articulation agreements with community and technical colleges.
 - Commitment to maintaining the lowest net tuition cost with a strong return on investment.
 - Expansion of Metro tuition eligibility boundaries.
 - Creation of four levels of student advising support.
 - Expansion of online learning opportunities.
 - Growth of micro-credential programs.
 - Increased emphasis on career pathways.
 - Development of Marshall Advanced Manufacturing Center (MAMC) apprenticeship opportunities.
 - Results included enrollment growth exceeding 22% over the past four years, significantly outpacing peer institutions.
- Phase Three: Leapfrog
 - The goal of this phase was to position Marshall as a national model for higher education innovation and economic development.
 - Key accomplishments of this phase included:
 - Marshall For All Debt-Free Program
 - Currently serving approximately 620 students.
 - Students in the program are demonstrating success rates that exceed their peers.
 - The initiative has received national attention and recognition.
 - Interdisciplinary Excellence
 - Several of Marshall's six pillars of interdisciplinary excellence have attracted national recognition and external investment.
 - Economic Development
 - Partnerships with local and state leaders have contributed to renewed economic momentum. (Ex. The IDEA District)
- **Strategic Plan Refresh**
 - During Spring 2026, leadership launched Listening Tour 2.0 and a series of summer projects to help update the university's strategic roadmap.
 - The purpose of the listening tour was to:
 - Evaluate changing external conditions.
 - Gather stakeholder input.
 - Refresh the Marshall For All strategic plan.
 - Prepare the university for emerging opportunities and challenges.

- **Fall 2026 Enrollment Update**
 - President Smith reported that enrollment projections had originally exceeded the university's budgeted goal of 1% growth.
 - Enrollment is now trending near flat year-over-year or slightly below prior year.
 - Factors resulting in this change include:
 - Last-minute student melt related to non-payment.
 - Softer-than-expected graduate enrollment.
 - Retention rates approximately four percentage points below the previous year.
- **Low Enrollment Preparedness**
 - Budget Planning
 - University leadership estimates that approximately 1% enrollment change equals roughly \$1 million in revenue.
 - Over the summer, the Budget Advisory Committee worked to model multiple enrollment scenarios, developed potential response plans for enrollment shortfalls, and identified actions that could be taken depending on actual enrollment results.
 - Operational Effectiveness Review
 - Marshall has continued working with Huron Consulting to evaluate operational effectiveness, institutional efficiency, and data governance practices.
 - Student Success Action Learning Team
 - A 15-person team led by Brian Morgan has been studying new approaches to improve student success outcomes.
 - The group is evaluating strategies to strengthen retention, engagement, and academic achievement.
- **AI Strategy Initiative**
 - Throughout the summer, Marshall conducted a series of AI strategy workshops involving students, department chairs, academic deans, staff members, and board of governors representatives.
 - The goal of these workshops was to position Marshall as a leader in the use of artificial intelligence within higher education while remaining aligned with the university's mission and values.
- **Marshall For All Strategic Roadmap Update**
 - In the coming months the university will share findings and recommendations, seek additional campus feedback, discuss and test proposed recommendations, and make necessary strategic changes to ultimately update the Marshall For All Strategic Roadmap by the end of the calendar year.
- **Spring Listening Tour Takeaways**
 - Feedback from more than 1,000 participants across 30 listening sessions indicated a highly positive view of the university's direction.
 - Participants generally believe Marshall is:
 - Moving forward rapidly.
 - Increasing in national relevance.
 - Building institutional confidence.
 - Strengthening enrollment and reputation.
 - Becoming more innovative.

- Becoming more collaborative.
 - Operating with greater transparency and accountability than in previous years.
 - While optimism remains high, participants also identified concerns including the key challenge that Marshall's growth and transformation are creating pressure on:
 - Personnel resources.
 - University systems.
 - Physical infrastructure.
 - Operational capacity.
 - Participants emphasized the need to:
 - Sustain momentum responsibly.
 - Expand institutional capacity.
 - Better support employees.
 - Modernize infrastructure and operations.
 - Prepare students for an AI-driven future.
 - Preserve Marshall's relationship-centered culture during periods of growth.
- **Comparison with Northern Arizona University**
 - President Smith referenced conversations with Northern Arizona University President Jose Luis Cruz Rivera where they have launched a "Re-founding Effort," which shares many similarities with Marshall's transformation strategy.
 - Leadership at NAU has concluded that a public regional university cannot preserve its mission by preserving an operating model designed for a different era.
 - President Smith noted that this reflects Marshall's own belief that transformation, rather than simple turnaround efforts, is required.
 - NAU expects demographic pressures to drive enrollment declines nationally, particularly among out-of-state students, international students, exchange students, and other certain online populations.
 - NAU believes many traditional university operating models were built on assumptions that no longer exist, including predictable enrollment growth and stable state funding support.
 - AI was described as both fuel and solvent.
 - Fuel is providing opportunities to transform teaching, advising, operations, and regional problem-solving.
 - Solvent is challenging assumptions about credentials, assessment methods, faculty work, and traditional higher education business models.
 - President Smith noted these themes closely align with Marshall's summer work with Paul LeBlanc and the concept of "Reclaiming Purpose: The University in an AI World."
- **Q:** Marshall has a mandatory GED or high school degree requirement to be hired. How are we helping employees obtain their GED who were hired without it?
 - Bruce Felder replied that one or two employees have been identified as not having a GED or high school diploma and we have been working to make sure those employees have the tools needed to obtain that requirement. They have not been terminated or threatened, but rather been given the opportunity to work with the HELP center and other resources.

Dr. Diane H. Petrella – Academic Affairs

- Dr. Petrella expressed admiration for the dedication, professionalism, and genuine care demonstrated by Marshall employees across all areas of the institution and acknowledged the various ways that staff directly impact student success.
- Dr. Petrella identified Marshall's momentum as one of the most encouraging observations since joining the university, and highlighted many of the things Marshall does well.
- Dr. Petrella acknowledged that enrollment is currently projected to be relatively flat rather than continuing its recent upward trend, but also acknowledged that keeping a flat enrollment in the current climate is a notable success and evidence of strong institutional performance.
- Dr. Petrella recognized several forces reshaping higher education, including AI, workforce demands, demographic shifts, changing student expectations and a broader transformation within higher education.
- Dr. Petrella asserted that employees closest to daily operations often have the clearest understanding of needed improvements, and noted that staff frequently identify challenges before those issues appear in institutional reports or dashboards.
- Dr. Petrella outlined several commitments she has, including listening to employees, communicating clearly, involving the campus community in decision making, operating transparently, and working collaboratively with faculty and staff.

Matt Tidd – CFO

- **Financial Aid Stacking Changes**
 - Matt reviewed the financial aid stacking policy changes approved by the Board of Governors in June 2026.
 - Under the new policy, Marshall's institutional merit awards will no longer be fully stackable and refundable.
 - The university is moving to a last-dollar scholarship model, where institutional merit aid is applied only after all other forms of aid have been applied.
 - The revised structure allows institutional aid to:
 - Bring a student's Marshall account balance to zero.
 - Provide up to \$750 per semester (\$1,500 annually) in additional refund support for books and related educational expenses.
 - Analysis of the prior fall semester showed:
 - Nearly \$3 million in institutional merit waivers awarded.
 - More than \$1.2 million distributed as refunds.
 - Had the new policy been in place during that semester:
 - The university would have saved approximately \$500,000 in a single term.
 - Marshall benchmarked its policy against 41 peer and regional institutions.
 - Findings indicated that Marshall was a significant outlier in:
 - Allowing institutional merit awards to be fully stacked on top of other aid.
 - Allowing those institutional dollars to be refunded directly to students beyond educational charges.

- In October 2024, President Smith requested a comprehensive review of Marshall's merit waiver and scholarship structure. Over approximately 20 months, university leadership conducted:
 - Extensive review of internal financial aid data.
 - Analysis of refund and stacking practices.
 - Evaluation of student impacts.
 - Benchmarking against 41 peer institutions.
- The proposal progressed through multiple governance groups before approval including the tuition and financial aid planning team, the budget advisory committee, the executive budget committee, the university cabinet, additional leadership groups, and the board of governors.
- An information session was held on August 5th, which approximately 30-40 employees attended, and was led by Matt Tidd, Brian Morgan, Jerry Ross, and Cody Call.
 - Participants asked:
 - Student-specific financial aid questions.
 - Questions regarding scholarship application processes.
 - Questions on aid calculations and refund determinations.
 - Employees requested a detailed explanation of how aid is applied to student accounts.
 - Cody Call, Director of Financial Aid, agreed to provide a future resource outlining the complete application sequence, often described as the "financial aid waterfall."
 - The forthcoming guide will explain:
 - Student charges.
 - Order in which aid sources are applied.
 - External aid versus institutional aid.
 - Refund calculations under the new model.

- Financial Aid Stacking Examples

STUDENT EXAMPLES			
On-Campus student receiving full need-based aid and merit			
<u>Old Approach</u>		<u>New Approach</u>	
<u>Item</u>	<u>Amount</u>	<u>Item</u>	<u>Amount</u>
Tuition and Fees	\$5,000	Tuition and Fees	\$5,000
Housing and Meal Plan	\$6,000	Housing and Meal Plan	\$6,000
Total Marshall Charges	\$11,000	Total Marshall Charges	\$11,000
Pell/State/Federal/Need-based aid	\$9,000	Pell/State/Federal/Need-based aid	\$9,000
Institutional Merit Award	\$5,000	Institutional Merit Award	\$2,750
Total Aid	\$14,000	Total Aid	\$11,750
Refund	\$3,000	Refund	\$750



- Example 1: On-Campus Student Receiving Need-Based Aid and Merit Aid
 - Charges
 - Tuition and fees: \$5,000
 - Housing and meal plan: \$6,000
 - Total Marshall charges: \$11,000
 - Old Policy
 - External aid (Pell, state, federal, and other aid): \$9,000
 - Institutional merit aid: \$5,000
 - Total aid: \$14,000
 - Student refund: \$3,000
 - New Policy
 - Charges remain \$11,000.
 - External aid remains \$9,000.
 - Institutional aid is capped at the amount needed to:
 - Eliminate the remaining balance.
 - Provide a \$750 refund.
 - Institutional aid reduced by approximately \$2,250.
 - Student refund reduced to \$750.
 - University savings: approximately \$2,250.

STUDENT EXAMPLES

On-Campus student receiving merit only

Old Approach		New Approach	
Item	Amount	Item	Amount
Tuition and Fees	\$5,000	Tuition and Fees	\$5,000
Housing and Meal Plan	<u>\$6,000</u>	Housing and Meal Plan	<u>\$6,000</u>
Total Marshall Charges	\$11,000	Total Marshall Charges	\$11,000
Institutional Merit Award	<u>\$6,000</u>	Institutional Merit Award	<u>\$6,000</u>
Total Aid	\$6,000	Total Aid	\$6,000
Owes	\$5,000	Owes	\$5,000



- Example 2: On-Campus Student Receiving Merit Aid Only
 - Student Charges
 - Tuition and fees: \$5,000
 - Housing and meal plan: \$6,000
 - Total charges: \$11,000
 - Financial Aid
 - Institutional merit award: \$6,000
 - No other aid sources.
 - Outcome
 - Under both the old and new policies:
 - Student continues to receive the full \$6,000 merit award.
 - Student remains responsible for the remaining \$5,000 balance.
 - Result: No Change

STUDENT EXAMPLES

Off-Campus student receiving full need-based aid and merit

Old Approach		New Approach	
Item	Amount	Item	Amount
Tuition and Fees	\$5,000	Tuition and Fees	\$5,000
Housing and Meal Plan	<u>\$0</u>	Housing and Meal Plan	<u>\$0</u>
Total Marshall Charges	\$5,000	Total Marshall Charges	\$5,000
Pell/State/Federal/Need-based aid	\$7,000	Pell/State/Federal/Need-based aid	\$7,000
Institutional Merit Award	<u>\$4,000</u>	Institutional Merit Award	<u>\$0</u>
Total Aid	<u>\$11,000</u>	Total Aid	<u>\$7,000</u>
Refund	\$6,000	Refund	\$2,000



- Example 3: Off-Campus Student Receiving Need-Based Aid and Merit Aid
 - Student Charges
 - Tuition and fees: \$5,000
 - No university housing charges.
 - Total Marshall charges: \$5,000
 - Old Policy
 - External aid: \$7,000
 - Institutional merit award: \$4,000
 - Total aid: \$11,000
 - Student refund: \$6,000
 - New Policy
 - External aid alone exceeds university charges.
 - Student's charges are fully covered before institutional aid is considered.
 - Student receives a refund of \$2,000 from external aid sources.
 - Institutional merit aid is no longer applied.
 - Result
 - University saves \$4,000.
 - Student remains fully funded and still receives a refund generated by external aid.

STUDENT EXAMPLES

Off-Campus student receiving merit only

<u>Old Approach</u>		<u>New Approach</u>	
<u>Item</u>	<u>Amount</u>	<u>Item</u>	<u>Amount</u>
Tuition and Fees	\$5,000	Tuition and Fees	\$5,000
Housing and Meal Plan	\$0	Housing and Meal Plan	\$0
Total Marshall Charges	\$5,000	Total Marshall Charges	\$5,000
Institutional Merit Award	<u>\$7,000</u>	Institutional Merit Award	<u>\$5,750</u>
Total Aid	<u>\$7,000</u>	Total Aid	<u>\$5,750</u>
Refund	\$2,000	Refund	\$750



- Example 4: Off-Campus Student Receiving Merit Aid Only
 - Student Charges
 - Tuition and fees: \$5,000
 - No housing charges.
 - Total Marshall charges: \$5,000
 - Old Policy
 - Institutional merit award: \$7,000
 - Student refund: \$2,000
 - New Policy
 - Institutional aid applied only to:
 - Cover the \$5,000 balance.
 - Provide the allowable \$750 refund.
 - Outcome
 - Institutional merit award reduced by approximately \$2,250.
 - Refund reduced from \$2,000 to \$750.
 - Result
 - Student's educational charges remain fully covered.
 - Refund amount is limited under the revised policy.

- The revised policy is intended to:
 - Align Marshall with common practices at peer institutions.
 - Better steward institutional financial aid resources.
 - Reduce institutional expenditures related to scholarship refunds.
 - Redirect savings toward broader student support efforts.
- Under the new system:
 - Students may still receive refunds generated by external aid sources.
 - Institutional merit awards continue to cover educational costs.
 - Institutional funds may provide up to \$750 per semester in additional support beyond account balances.
- **Q:** How does Expected Family Contribution (EFC) factor into the university's revised financial aid stacking model?
 - **A:** The federal government replaced EFC with the Student Aid Index (SAI) in recent years
 - SAI itself does not directly reduce institutional merit scholarships.
 - SAI affects eligibility for federal aid programs.
 - If federal aid is reduced because of SAI calculations, institutional merit funding may be used to help fill remaining gaps when appropriate.
- **Q:** Does the Pell/State/Federal/Need-based aid include loans? If so, what if they decline the loans?
 - **A:** Any refund generated from that loan is returned directly to the student.
 - The student receives the full refund associated with the borrowed loan funds.
 - Ex. – A student has:
 - \$2,000 remaining balance after other aid is applied.
 - \$3,000 in available merit aid.
 - Institutional merit aid would first be applied to cover the remaining \$2,000 balance.
 - The merit award would fill the gap before a loan would be necessary.
 - The student would not need to borrow a loan to cover university charges because merit aid would satisfy the remaining balance, but students may still choose to borrow a loan if they wish to receive additional funds for educational or personal expenses permitted under federal aid regulations.
- **Q:** If a person is getting funding from their department through the foundation, like if they are part of a department that has an endowment or something like that, and foundation funding is being used to help pay for their education, does this cap apply to that?
 - **A:** Those would be considered external dollars, and so those would not be limited in any way.
- **Q:** What are the criteria for merit-based aid? Grades, financial need, etc.?
 - **A:** It is grade based.

Bruce Felder – Human Resources

▪ **Employee Engagement Survey**

- Marshall is preparing to launch its 4th Annual Employee Engagement Survey.
- The survey provides employees with an opportunity to:
 - Share concerns and suggestions.
 - Identify areas for improvement.
 - Highlight institutional successes.
 - Provide feedback on workplace experiences.
 - Help leadership identify ways to strengthen collaboration and organizational effectiveness.
- The survey will be open from September 29th until October 16th.

▪ **Compensation Trainings**

- Previous Training Sessions
 - Compensation 101
 - Focused on the foundational elements of compensation.
 - Explained the factors that contribute to employee pay.
 - Compensation 102
 - Focused on Marshall University's compensation structure.
 - Reviewed the development of pay grades and compensation administration practices.
- New Training: Compensation 103
 - Compensation 103 will expand the discussion beyond base salary.
 - Compensation 101 and 102 are not required prerequisites for Comp 103.
 - Training will focus on a more strategic understanding of Total Rewards.
 - Topics will include:
 - Salary and wages.
 - Benefits programs.
 - Retirement contributions.
 - Leave benefits.
 - Insurance offerings.
 - Other employment-related benefits provided by the university.
 - Bruce emphasized that employee compensation extends beyond annual salary alone.
 - The training will help employees better understand the full value of their employment package and the university's overall investment in its workforce.

▪ **Total Rewards Statements**

- Human Resources will distribute Total Rewards Statements in November.
- This will be the second year the university has distributed total rewards statements.
- The statements are designed to provide employees with a comprehensive view of their total compensation package, including:
 - Base salary.
 - University-paid benefits.
 - Retirement contributions.
 - Insurance benefits.

- Leave benefits.
- Other employer-provided compensation and rewards.

Dr. Jodie Penrod – Information Technology

- **Banner System Emergency Upgrade**
 - Information Technology recently completed an emergency Banner system upgrade.
 - The upgrade was performed the previous evening to address an identified issue requiring immediate attention.
 - Jodie expressed appreciation to the university's functional partners and campus stakeholders for their quick response, collaboration, coordination, and flexibility in accommodating the last-minute system work.
- **2026–2027 Technology Activity Wheel**
 - Information Technology has published the 2026-2027 Technology Activity Wheel.
 - The activity wheel outlines the major technology enhancements, upgrades, and projects planned for the upcoming year.
 - Employees can view the activity wheel by visiting Marshall University's IT website.
 - The activity wheel serves as a planning and communication tool to help employees understand:
 - Upcoming technology initiatives.
 - Scheduled upgrades.
 - Major IT projects and implementation timelines.
- **MU Alert System Update**
 - Information Technology has implemented a new platform for MU Alert notifications.
 - The transition has resulted in some notification issues that IT is actively working to resolve.
 - Dr. Penrod emphasized the importance of verifying contact information to ensure successful receipt of emergency alerts.
 - Employees automatically receive MU Alert messages via university email but text message notifications are only delivered if a valid cell/mobile number is entered in Banner through MILO.
- **MySupport Redesign and AI Service Agent**
 - IT officially launched a redesigned MySupport page within MyMU.
 - The launch also included Marshall's new IT Service Management AI assistant named "Marsha."
 - The AI agent is designed to:
 - Answer common technology questions.
 - Help users navigate IT resources.
 - Provide self-service support options.
 - Improve access to information contained within the IT knowledge base.
 - If users cannot resolve an issue through Marsha, the system allows seamless escalation to a live IT support representative.
 - Employees are encouraged to share feedback, suggestions, and areas for improvement.

▪ **Reporting IT Issues**

- Employees were reminded to report technology concerns as they arise.
- Examples of Issues to Report
 - Wi-Fi connectivity problems.
 - Device performance issues.
 - System access concerns.
 - Other technology-related challenges.
- Employees are encouraged to submit support tickets whenever problems occur so the IT team can investigate and resolve them promptly.

Announcements

Minutes taken and prepared by: _____
Katie M. Counts, Program Assistant, Classified Staff Council

Minutes approved by: _____
Lacie Bittinger, Chair, Classified Staff Council

Minutes read by: _____
Brad D. Smith, University President

Adkins, Jason	Elliott, Chloe	Means, Amanda	Spradlin, Wes
Allen, Mike	Ellison, Marc	Meddings, Teresa	Starcher-Patton, Autumn
Anders, Brandi	Eskins, Katrina	Meek, Rebecca	Taylor, John
Atkins, Christopher	Evans, Howard	Midkiff, Susan	Taylor, Robin
Bailey, Cara	Fry, Austin	Milam, Darrell	Thomas, Erica
Bailey, Travis	Gallaher, Melanie	Mills, Cassandra	Thomas, Kim
Baldwin, Jesse	Gates, Lisa	Mirzakhani, Amad	Ulrich, Sarah
Ball, Tricia	Hanrahan, Elizabeth	Moore, Patrick	Vineyard, Jimil
Barrett, Nina	Hardiman, Jean	Morgan, Jennifer	Weaver, Amy
Bell, Jodi	Hartman, Tiffany	Morris, Larry	West, Lance
Biggs, Michelle	Hawthorne, Justin	Morrow, Chris	Wheeler, Michelle
Bird, Hannah	Hendrick, Ashley	Mummert, Carl	Williamson, Sabrina
Bittinger, Lacie	Hill, Michael	Murphy, Katherine	Woods, Cameron
Bond, Cassi	Holiskey, Sam	Neace, Becky	Xu, Cindy
Booth, Jim	Jarrell, Jimmy	O'Neill, Carleen	Young, Howard
Booth, Sharon	Kennedy, Paige	Pack, Rebecca	
Bradley, Johnny	King, Erin	Payne, Leah	
Branham, Maddy	Kirtner, Dawn	Penrod, Jodie	
Brannock, Kathy	Kofahl, Tia	Persinger, Daniel	
Brooks, Adam	Kompanek, Simone	Praylow, Akiko	
Brown, Jennifer	Langer, Jonathan	Puckett, Tabby	
Brumfield, Mark	Lapole, Christopher	Ramsey, Elizabeth	
Brydie-Johnson, Lalia	Lauhon, Cheyenne	Ransbottom, Lisa	
Burgess, Brent	Layne, Mary	Rexroad, Elizabeth	
Burriss, Butch	Legg, Erik	Riley, Danielle	
Canterbury, Thomas	Lemon, Leeann	Risch, Christine	
Carothers, Kelly	Levering, Susan	Roberts, Alice	
Chaffin, Christie	Lewis, Olivia	Rose, Angie	
Chaffin, Perry	Louden, Chris	Roush, Emily	
Chapman, Mary	Lucas, Taylor	Rowe, Kandice	
Childers, David	Lupashunski, Spencer	Russell, Megan	
Clark, Ralph	Lusher, Becky	Saunders, Amy	
Contreras, Kassandra	Mannan, Bindu	Saxton, Caleb	
Crane-Banford, Beatrice	Marcum, Kelly	Serrat, Marcos	
Crawford, Dean	Martin, Lisa	Sharp, Tyler	
Cutler, Jon	Mathis, Anita	Simms, Marcie	
Cyrus, Meg	McComas, Karen	Sims, Jesse	
Daniels, Tiffani	McConnell, Nicole	Six, Buffy	
Davis, Sarah	McDade, Michael	Slate, Nick	
Donathan, Alex	McDavid, Sherry	Smith, Brad	
Dorado, Bob	McDonald, Carissa	Smith, Heather	
Douglas, Sarah	McKenna, Char	Smith, Kathryn	
Dragovich, Isabella	McKinley, Garnet	Smith-Holmes, Demeley	
Dunbar, Shaylen	McSweeney, Teresa	Sowards, Kelly	