

Marshall University Classified Staff Council Minutes December 14th, 2023, Virtual Meeting via Microsoft Teams

Members Present: Jesse Baldwin, Nina Barrett, Lacie Bittinger, Tim Cline, Beretta Coleman, Samantha Holiskey, Carol Hurula, Heather Lowe, Becky Lusher, Nick Martin, Lisa Maynard, Carleen O’Neill, Terri Thompson, Tony Waugh, Amy Weaver,

Members Absent: Anna Evans, Larry Morris, Rob Williamson

Members Absent (Excused): Anita Mathis, Teresa Meddings, Lisa Ransbottom, Justin Tyler,

Guests: Mike Adkins, Pam Adkins, John Apel, Michaela Arthur, Amond Bailey, Travis Bailey, Jean Ann Bevans, Hailey Bibbee, Jim Booth, Kathy Brannock, Amy Buchanan, Butch Burriss, Perry Chafin, Mary Chapman, Judy Clark, Kassandra Contreras, Meg Cyrus, Tiffani Daniels, Kaleigh Decker, Maggie DeLong, Mark DeLong, Joseph Eichman, Katrina Eskins, Amy Ethel, Bruce Felder, Cody Hall, Darlene Howell, Brandi Jacobs-Jones, Matthew Jones, Dena Laton, Leeann Lemon, Paige Leonard, Christopher Loudon, John Maher, Kelly Marcum, Christina McDavid, Michael McGuffey, Char McKenna, Teresa McSweeney, Mitzi Meade, Nathan Miller, Amad Mirzakhani, Brian Morgan, Avinandan Mukherjee, Katherine Murphy, Rebecca Pack, Ginny Painter, Jodie Penrod, Daniel Persinger, Amanda Preece, Tabby Puckett, Alice Roberts, Angie Rose, Kandice Rowe, Hannah Saxton, Dustin Scarberry, Shawn Schulenberg, Tyler Sharp, Elizabeth Sheets, Marcy Simms, Brad Smith, Sarah Stephens, Crystal Stewart, John Taylor, Kim Thomas, Matt Tidd, Teresa Wellman, Tracie Wheeler, Denise Wiley, Sabrina Williamson, Kathi Wintz, Miriah Young, Jodi Zimmerman

Chair Tony Waugh called the meeting to order. Parliamentarian Becky Lusher verified there was a quorum.

Brad Smith – University President

- **Enrollment and Student Success**
 - Marshall has continued to focus on the end-to-end experience for students.
 - Instead of primarily focusing on recruiting high school seniors, we have identified 10 different student types that includes military veterans, adults with children and full-time jobs, etc.
 - We are focusing on how each student group needs to experience Marshall. We are also creating a value proposition that lets everyone know they can afford to go to college and that it can be flexible enough to work around their schedules, and then ultimately help them get a job.
 - Webpage Improvements
 - Our webpage traffic has increased 22% since rewriting 50% of the website, creating new landing pages, and working with all the colleges and units.
 - Conversion (people who click the link and start to fill out an application) has significantly increased.
 - Cost Per Lead (how much it costs to reach a prospective student) is now \$63 per student, whereas it was previously \$244 at Marshall and is \$120 for our peers.

- We are putting an interactive tool on the website that will allow students to compare the cost to attend Marshall versus other four-year schools.
- Next, we will add an ROI (Return on Investment) Calculator, in which students can see the ratio of the cost to attend Marshall compared to the average starting salary upon graduation for their career.
- HyFlex Classrooms
 - Shawn Schulenberg, Faculty Senate Chair, as well as a few other faculty members, have been testing HyFlex classrooms with great success from students.
 - HyFlex teaching allows students to go between meeting in person and meeting online, depending on their day-to-day needs.
- **Employee Engagement**
 - Annual Employee Survey
 - We had 1,334 Marshall employees, or 65% of our employee base, participate in the employee survey conducted in the fall.
 - The average institution only reaches 50% during their first survey.
 - Compared to other institutions, we scored:
 - Better on 13 questions
 - Approximately the same on 27 questions
 - Below on 8 questions
 - Areas we scored better in than other colleges and universities:
 - Pride and confidence we have in the future of Marshall University
 - Feelings of accomplishment, and like our work matters
 - Respect and relationship with immediate supervisors
 - Marshall has a culture of inclusion and belonging.
 - Point value of where we scored higher than other universities:
 - “I have confidence in the future of my university.” – 6 points higher.
 - “My university communicates effectively with employees on matters that affect them.” – 9 points higher.
 - “Senior leaders give employees a clear picture of the direction the university is headed.” – 6 points higher.
 - “Senior leaders encourage reporting important information up the line, even if it’s bad news.” – 6 points higher.
 - “The work environment in my university supports new and innovative ideas.” – 7 points higher.
 - “My immediate manager and supervisor support my professional development.” – 5 points higher.
 - “I feel that my career goals at Marshall can be met.” – 6 points higher.
 - “I have the decision-making authority that I need to do my job effectively.” – 7 points higher.
 - “I feel free to speak my mind without fear of negative consequences.” – 12 points higher.

- Areas we scored lower in than other colleges and universities:
 - Performance accountability
 - Pay
 - Leadership listening and acting on this survey input
- Point value of where we scored lower than other universities, and how we plan to work on these issues:
 - “People here are held accountable for their results” – 21 points lower.
 - We will take this on with performance management and coaching and ensuring people know what their goals are. We will give each other feedback.
 - “I believe that I’m compensated fairly for what I do.” – 9 points lower.
 - We are addressing this with the save-to-serve initiative.
 - “The better my performance, the more I get rewarded.” – 14 points lower.
- **University Financial Outlook**
 - We had forecasted to have a \$28 million structural deficit this fiscal year.
 - We are working to “grow our way out” with our “Save-to-Serve” initiative by finding ways to save money on supplies and other services.
 - We currently have a \$22 million deficit; \$6 million less than we had forecasted.
 - We are working on our first round of save-to-serve ideas identified by the budget work group.
 - We will hopefully get our deficit down into the teens by summer and be in a good position to reach a net positive by 2027.
- **Q:** How are department costs being evaluated to determine what is an operational necessity and where spending can be reduced?
 - **A:** In addition to the shared governance budget workgroup, which consists of representatives from classified staff, non-classified staff, faculty, students, etc., each college will have its own budget workgroup. The administration won’t tell colleges where to reduce their spending, but rather they will let the college budget workgroups make those decisions to be more specific to their area.

Avi Mukherjee - Provost

- **Enrollment**
 - **Fall 2023 Enrollment**
 - Marshall experienced a good growth in enrollment for the fall 2023 semester.
 - Enrollment for fall 2023 was up by 4.6%.
 - Freshmen enrollment has increased by 13.3%
 - Other HEPC institutions in the State had a net negative enrollment.
 - This tremendous achievement is owed to our enrollment management team including Vice President Jerry Ross, Associate Vice President Beverly Boggs, the entire enrollment management team, University Communications, and others.

- Spring 2024 Enrollment
 - We have a positive enrollment increase of 9.2% compared to spring 2023.
 - 9.5% more undergrad students
 - 8.2% more graduate students
 - 17% increase in transfer students
 - 16% increase in distance students
 - 60% increase in high school students
 - We have 362 high school students this spring compared to 225 last spring.
 - 27% increase in metro students
 - 33% increase in international students
 - 7% increase in students of color
- Fall 2024 Enrollment – Early predictors for fall 2024 enrollment.
 - Current applications are 30% higher than this time last year.
 - 5015 applications on this day last year.
 - 6522 applications currently for this fall
 - 18.5% more completed applications
 - 17% more admits, or 4554 students
 - 300% more deposits
 - Deposits have been waived this year, whereas in December of 2022 they had not yet been waived.
 - Our fall 2024 applications are already 80% of what our final numbers were for fall 2023.
- Green and White Days
 - We held more G&W days than last year.
 - Two in September, two in October, two in November
 - 1540 students attended between all six days.
 - Last year's fall G&W days attendance was 527 students.
- Herd Connect – mentorship for every undergraduate student.
 - Four pillars of student support, coordinated by Dr. Karen McComas.
 - Freshmen and Sophomore students will have peer mentors.
 - 91% of our first-year students have peer mentors.
 - 81.1% of our second-year students have peer mentors.
 - All undergraduate students will have either professional advisors or, in the case of some colleges without professional advisors, faculty advisors.
 - Nearly 100% of students have professional or college advisors.
 - Junior students will have faculty mentors. This is so they can help them more specifically with their majors, selecting courses and areas of emphasis, and look for jobs and careers.
 - Senior students will have an alumnus mentor.
- College of Business
 - The College of Business has opened their new building on 4th Avenue.

Bruce Felder – Human Resources

- **Governor Issued Holidays**
 - If the governor issues any additional half or full days off during the holiday break, Marshall will send out a communication very soon thereafter to let staff know when we will observe it.
- **Deduction Holiday**
 - December has a 3rd payday: 1st, 15th, 29th.
 - The third payday will not have deductions for health insurance, benefits, etc.
- **Employee Assistance Program**
 - The employee assistance program is live on the Marshall webpage and offers many services to employees including financial advice, counseling, information on legal services, and others.
 - We will try to do a “lunch and learn” session after the first of the year, to learn more about what is available.
- **PEIA**
 - PEIA held a town hall meeting, and their board has approved to try and increase the PEIA rates for the next fiscal year, beginning in July 2024.
 - There will be talk about this during the upcoming legislative session.
- **Attendance Policy**
 - The two biggest areas of department discipline are attendance and performance.
 - Human Resources has passed an attendance policy that can be adopted by any department.
- **Q:** Can timeclocks in Physical Plant be fixed, as they often have problems that cause late clock-ins or missed clock-ins?
 - **A:** If there are problems with any timeclocks, those can be fixed or replaced and should not reflect on an employee. Employees should immediately let their supervisors know if they are at work but have an issue with the timeclock.
- **Q:** Should employees come to HR with questions when trying to use the attendance policy for resolving issues of exempt employees who don't clock in and out being here on time?
 - **A:** The purpose of the policy is to be an administrative guideline, which can be adopted at the discretion of a department. If a department wants to implement the policy into their own area to have a more formalized process for their employees, they should consult with Human Resources for guidance on how to do that. Additionally, there is a stop and start time for every employee, regardless of whether they are exempt or non-exempt.

Approval of Minutes

- The November 16th, 2023 minutes were approved as written.

Carol Hurula – Board of Governors

BOG Representative – Carol Hurula

** This is my interpretation of each meeting, presentation, and individual reports. Notes are written in my words and are not verbatim words of speakers. I have attempted to share the updates as closely as possible to the content. Any questions or clarification, please notify me. *Forgive any typos.*

BOG Meeting on Wednesday, December 13, 2023 - Shawkey Room.

- Approval of minutes for October 11, 2023.
- Approval GA-11 Policy on Rulemaking & Recategorization of Policies / Rules.

Academic and Student Affairs Committee /Provost Update: Avi Mukherjee and BOG Committee Chair – Kathy D’Antoni

- Approval of degree addition, Ph.D. in Engineering.
- Provost update (see handout provided by Academic Affairs) on each college highlights.
- Discussed fall enrollment. MU will be one of a few four-year institutions to see growth in enrollment in WV.
- Dr. Carl Mummert gave a presentation during the committee meeting on Graduate Studies, which makes up 27% of our enrollment. 57 Masters degrees, 4 Research Doctorates, and 6 Professional Doctoral degrees. Grad enrollment up 5% and 32% is online.
- Dr. Marcie Simms presentation on Strategic Planning for Student Affairs and the great strides they are making on the student experience. Presentation on three areas; Resources, Belonging, and Student Leadership. (please see agenda for full details of the wonderful things happening in Student Affairs).

Student Representative Update: Walker Tatum

- Finished up half his term.
- 15 students completed the apprenticeship relating to Student Government.
- Student Government awarded \$14,000 in funds to student organizations on campus.
- Have had one representative meeting between Student Athletes & SGA to discuss mental health and community volunteers. Meetings will continue to be held.
- MU Day at Capitol will be January 31, 2024.

- WVHEPC Student Advisory Rep (Walker) and WVU Rep collaborating on Hunger Freedom Act on Campus. Hope to have a stronger legislative bill in the upcoming session to fight hunger on campus. Highlighting that the need that existed for students in K-12 is also the same students attending college and having same food insecurity.
- Creating survey for all students to access Why MU, Why WV, Why....and will share data. Will meet with Workforce Development to discuss those survey results once completed. Meeting scheduled with Gayle Manchin.
- Fountain Ceremony was a success, thanks to Callia, Student Body VP. Implementing new process on selection of speaker for Fountain Ceremony.
- Food Insecurity – what to do to thrive. Collaborating with other departments on campus. Collaborate further in January for Food Pantry & Thrift Shop. Looking to hire student workers so they can offer longer hours to meet need. Thanks to Shawn Ball for his assistance in this area.
- Sunbelt Food Fight (fighting hunger) update.

School of Medicine Update: Dr. David Gozal (handout provided)

Finance, Audit, and Facilities Planning Committee (Matt Tidd & BOG Committee Chair – Donald Holcomb)

- Approval of Final Audited Financial Statement FY23.
- Approval of Capitol Project Program Statement.

Facilities & Operations and Audit: (handout provided)

Presidents Update (Brad D. Smith) *summarized highlights only.

- o Commitment on the Power of WE.
- o MU for All, MU Forever.
- o Three categories, Enrollment & Student Success, Employee Engagement and Financial Operations.
- o Successful work being done by David Traube and staff on Marketing, Website, custom videos, drone footage across campus, and Marshall Moments. Working with colleges on landing pages with 50% complete.
- o Have already seen a 22% increase on visits to websites. (clicks).
- o Data Analytics topic of 100 day listening session. Affordability #1 need for parents & students. Brian Morgan assisting with IR data tool for parents to view tuition cost comparable data to other institutions. A visual was shown during meeting.

- o Next calculation will be on ROI for student graduates.
- o Discussed classrooms, facilities, Jodie & IT . Courses offered on demand. Shared a survey from one of Professor Schulenberg's students and the difference it's made on her life.
- o Discussed Employee Survey results. HR selected the firm Mercer for their expertise in this area. Shared employee input. Core questions and results; where we are above peers, equal to peers, and below peers and implementation of the results.
- o Financial Operations. Started year 28 million deficit. Currently at 22 million. Focus on student growth, efficiency of every dollar spent, and save to serve.
- o Goal of 14.5 million over 3 years return to university to positive position.
- o We are about 12 months ahead of the plan – thanks to everyone for their hard work, commitment, with all voices heard, and everyone having ownership of the plan.
- o Privilege to serve institution and board.

Entered into Executive Session:

- Return from executive session, no votes or action taken.
- Approval for President to act on personnel matters.

Chairman Report: (Mr. Geoff Sheils)

- Thanked everyone for their hard work.
- Value each & every one of you.
- No announcements.
- Happy Holidays!

Adjourn 3:05pm

Future Meeting Dates

February 7, 2024

April 10, 2024

June 12, 2024

Election Committee – Nina Barrett – We will have an election after the first of the year to fill some currently vacant positions.

Legislative Committee – Carol Hurula – No report.

Personnel/Finance Committee – Rob Williamson – No report.

Physical Environment Committee – Becky Lusher – No report.

Service/Staff Development Committee – Carleen O’Neill

- The committee has planned a project on December 21st, in which we will help a group of approximately 60 children of different ages make Christmas presents for their parents or guardians.

Announcements

- The Police Department has identified an inequity in accruing premium time. Employees who have the traditional weekend off can earn 5 days of premium time, while someone with their days off during the week can only earn 3 days. Please let Nick Martin know if any other departments have noticed the same issue.
- Shawn Schulenberg announced that there is a new process in which anyone from the community can nominate both the spring commencement speaker and nominees for honorary degrees.
 - Honorary Degree: <https://www.marshall.edu/commencement/honorary-degree-nomination/>
 - Commencement Speaker: <https://www.marshall.edu/commencement/commencement-speaker-nomination/>.

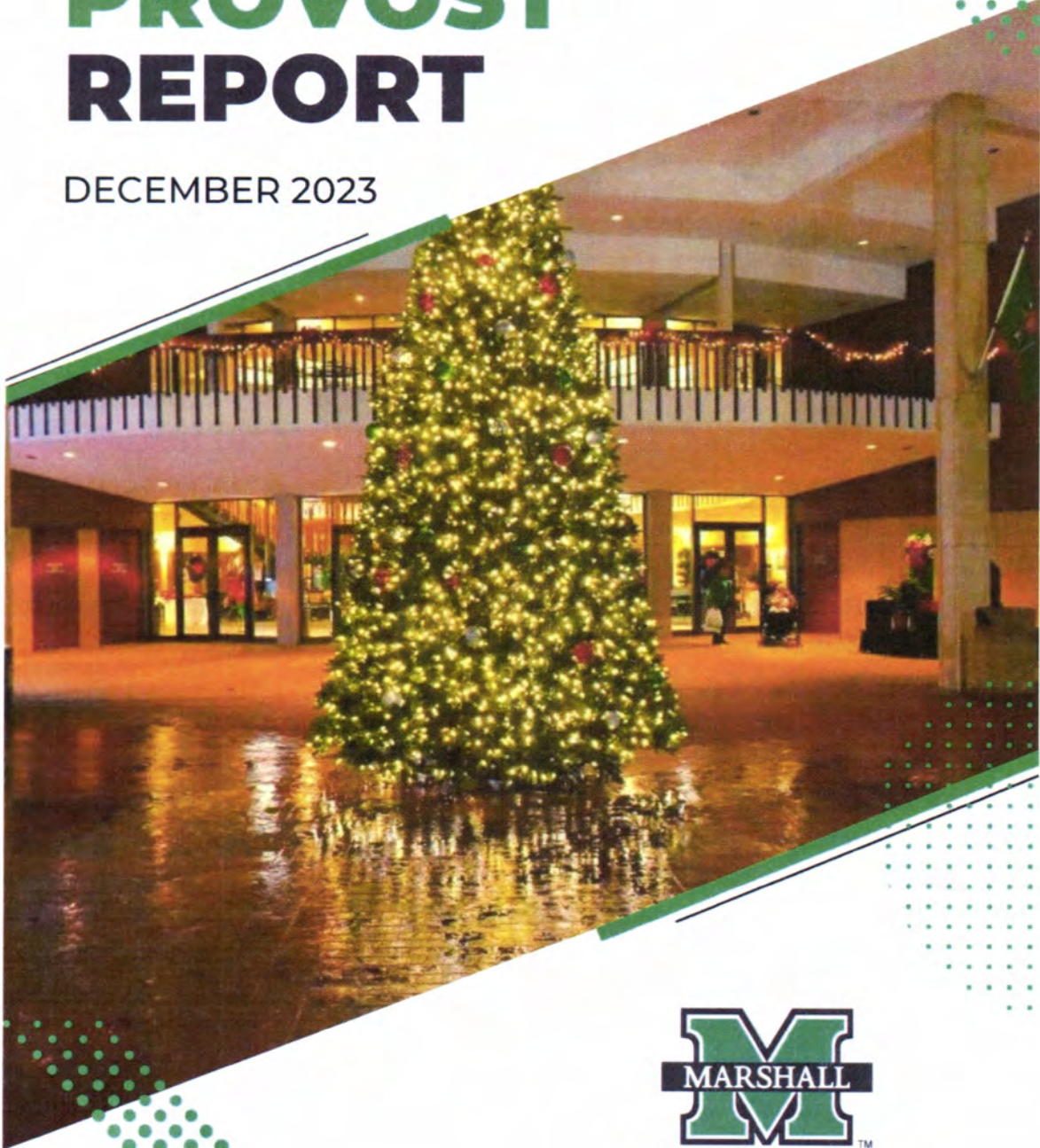
Minutes taken and prepared by: _____
Katie M. Counts, Program Assistant, Classified Staff Council

Minutes approved by: _____
Tony Waugh, Chair, Classified Staff Council

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

PROVOST REPORT

DECEMBER 2023



ACADEMIC AFFAIRS



A Message from Academic Affairs

Greetings!

Closing out the fall semester, the Provost's December report highlights remarkable achievements, inventive endeavors, and successful projects. Delve into the key accomplishments in this brief overview.

- The College of Arts and Media achieved a significant milestone by establishing the Rebecca Haught Bailey Scholarship for non-music majors, showcasing its dedication to supporting students in diverse arts and media fields.
- In the College of Engineering and Computer Science, faculty secured a \$250,000 grant to establish the Critical Infrastructure Cyber Security Center, underscoring their commitment to advancing cybersecurity research and education.
- The College of Education and Professional Development achieved a significant milestone by hosting the Southern Regional Council for Educational Administration. Notably, Dean Teresa Eagle opened the conference, and Dr. Eugenia Lambert, from the Leadership Studies department, served as the SRCEA Conference Chair, securing her appointment as President for 2024.
- In the College of Health Professions, Dean Dr. Michael Prewitt actively elected as a commissioner to the Physical Therapy Reaffirmation Panel for the Commission on Accreditation in Physical Therapy Education (CAPTE).
- The College of Liberal Arts established an exchange agreement between the English Language Institute and Rangsit University in Thailand.
- The College of Science celebrated a remarkable achievement with alum Jerry R. Keyser's generous gift of \$300,000 to establish a scholarship supporting undergraduate biology majors.
- The Lewis College of Business organized the 4th Annual Business Research Conference, drawing together researchers from three continents, 10 states, and 16 universities.
- The Division of Aviation made a significant advancement by acquiring an H125 rotorcraft for \$1.5 million. strategic move not only enhances the Division's fleet but also
- The School of Pharmacy showcased adaptability and forward-thinking by introducing two new certificate programs in pharmacy law and tobacco cessation. Additionally, the launch of the BS in Pharmaceutical Sciences marked a historic moment as the School's first undergraduate program.

In addition to our academic units, our numerous student support services and programs report that:

- The Career Education unit achieved a milestone with the Career Fair, boasting a record-breaking student attendance of 564—the highest number since the fair's inception.

- Driven by a commitment to faculty development, the Center for Teaching & Learning successfully concluded the Fall 2023 New Faculty Orientation series, offering a comprehensive approach to onboarding and fostering faculty relationships.
- The Center for Student Success celebrated a significant achievement with the Supplemental Instruction (SI) Program, where students who actively participated scored an impressive 20-24% higher than their peers in gateway courses.
- Demonstrating a commitment to diversity and inclusion, the Intercultural & Student Affairs unit successfully hosted the 60th Annual International Festival, attracting 800 guests and celebrating the rich tapestry of cultures at Marshall University.
- Within the University College, the expansion of high school enrollments through the Herd Start Early Academy reached new heights with the addition of Jessica Jordan, M.A., as the Dual Enrollment Coordinator.
- The University Libraries unit marked a significant milestone by celebrating the 25th birthday of the John Deaver Drinko Library on October 24, an occasion filled with performances, presentations, and community engagement.
- Under the leadership of Dr. Julia Spears, Online Education orchestrated the first Virtual Countdown to Commencement, offering an inclusive virtual celebration for online degree students preparing to graduate in December.

On behalf of the administration and staff of Academic Affairs, we invite you to share our pride and celebrate the scholarly and creative works of our faculty and staff, along with the successes of our students and our alumni.

Sincerely,



Avinandan Mukherjee

Avinandan (Avi) Mukherjee, Ph.D.
Provost & Senior Vice President for
Academic Affairs



Karen McComas

Karen McComas, Ed.D.
Interim Associate Vice President for
Academic Affairs & Associate Provost

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COLLEGE OF ARTS AND MEDIA (DEAN: DR. MARIA GINDHART)

PROGRAM HIGHLIGHTS

- The Rebecca Haught Bailey Scholarship was newly established for non-music majors.
- The W. Page Pitt School of Journalism is promoting collaboration between different fields of study and practice by rebuilding the MU Ad Club, forming the MU Magazine Club, and creating student-centered TV programs produced in the school's studios and airing on JMC TV.
- The School of Theatre and Dance presented *The Winter's Tale* by William Shakespeare in the Francis-Booth Experimental Theatre, November 14-18, directed by Broadway veteran Terry Layman. An audience Q&A session was conducted on November 14 with Mr. Layman and Dr. Daniel Normandin, MU Assistant Professor of English.

FACULTY & STAFF ACHIEVEMENTS

- Professor Frederick Bartolovic, School of Art and Design (SoAD), and Silver Run Ceramics exhibited work in 5th Annual Vessels of Merriment at Grovewood Gallery in Asheville, NC, November 11-December 1.
- Assistant Professor Tijah Bumgarner, SoAD, screened her film, *Picture Proof*, at Appalachian State University in Boone, NC, on October 12. She also presented at the West Virginia Association of Addiction and Prevention Professionals Conference on October 17.
- Associate Professor Sarah McDermott, SoAD, exhibited new work at *Interchange*, the Second State Press Annual Juried Show, in Philadelphia, PA, September 28-November 9. She also had four prints accepted by *you are here: The Journal of Creative Geography* issue on Counter/Cartographies, published by the University of Arizona, November 2. Prints selected for this issue are part of her series on racial covenants in Huntington.
- WMUL 88.1-FM's faculty advisor, Dr. Chuck Bailey, was chosen as this year's recipient of the Dave Black Excellence in Advising Award by College Broadcasters Inc.
- School of Journalism Director Dr. Rob Quicke was a featured speaker at the 2023 Grassroots Radio Conference in Charleston, WV.
- Professor of Music Dr. Mark Zanter's *Gamma Ut* for Tuba Euphonium quartet was premiered at the University of Memphis, Rudy Scheidt School of Music by the Four Horsemen Tuba Euphonium Quartet on November 5.
- Assistant Professor Leah Turley directed the School of Theatre and Dance's production of *The Book of Will*. Professor Mike Murphy created the scenic design for the show. Jack Colclough, Director of the School of Theatre and Dance, performed as Richard Burbage.

STUDENT & ALUMNI NEWS

- Ashley Garret, BFA Graphic Design alumnae, was announced as the 2023 West Virginia Secondary Educator of the year on October 26. She teaches in Boone County.
- Student Capstone Exhibitions:
 - *Return to Sender* – Jacob Wood, Emily Adkins, Brady Goodard, Oliver Lovejoy, and Katie Spencer (October 30-November 2)

- *Visions Manifested* – Graci Davis, Dawn Kushner, Marcie Kessinger, Tiarra Jackson, and Levi Simpkins (November 6-9)
- *Epitome* – Silas Endicott, Marcus Farmer, Seth Hardwick, Haylee Reggi, and Chylee Straley (November 11-16)
- Student Gallery Exhibitions:
 - *Nom* – Bryce Lusher and Alaina Laster (August 21-September 8)
 - *Duo Fragor* – Josh White and Leah Teasdale (September 11-22)
 - *Portrait of Protanopia* – Jacob Wood (October 2-13)
 - *A Fox's Curse* – Benjamin Ardman (October 16-26)
- Current and alumni Video Production students Brennan Smith, Ben Humphreys, Jobe Weitzell, Hannah Liu, Aaliyah Manns, Grayson Hammitt, Trinity Rollins, Drew Burns, Tatyanna Reynolds, and Sam Adkins screened films at the 72 Hour Film Festival.
- Recent graduate Joelle Williams is a Junior Associate at Current Global, a leading global communications agency based in Chicago.
- Freshman George Kinley and Senior Nikki Riniti are nominees for the Kennedy Center- American College Theatre Festival Irene Ryan Acting Scholarship for their performances in *The Book of Will*.
- Fifteen students were invited to participate in production work for the Marshall Artists Series presentation of the national tour of *Come From Away* on October 24.
- Dawn Kushner, BFA Photography student, and Callie Thacker, BFA Studio Art student, presented their exhibit "Piercing Lights, Silent Shadows: Stories of Appalachian Identity" at the Birke Art Gallery, October 2-November 3. Their exhibit featured art created after receiving the Undergraduate Creative Discovery and Research Scholar Award.

COMMUNITY ENGAGEMENT

- The Visual Art Center hosted the VC Boutique Fundraiser for Contact Rape Crisis Center on October 12. The event raised \$57,000 for the organization.
- Associate Professor Miyuki Akai-Cook and her ART 313 Fibers students exhibited installations around campus during Homecoming week and at the Ronald McDonald House.
- The MU Choral Festival was held October 26 featuring the Chamber Choir, University Chorus, and local high schools.
- The Tri-State Marching Band Festival was held October 28 at the Joan C. Edwards Stadium.
- The Middle School Honor Band Festival was held November 17.

COLLEGE OF ENGINEERING AND COMPUTER SCIENCE (DEAN: DR. DAVID DAMPIER)

FACULTY & STAFF ACHIEVEMENTS

- **Alzarrad, A., McIntosh, J., Chowdhury, S., Perry, T., & Shen, R.** (2023). "Heat-related Injury Prevention Training for Disadvantaged Construction Workers," Department of Labor - Occupational Safety and Health Administration grant for \$160,000. Dr. Ammar Alzarrad, Assistant Professor in Civil Engineering, will serve as PI and Professor James McIntosh, chair of the Department of Mechanical and Industrial Engineering, will serve as a Co-PI along with Dr. Sudipta Chowdhury, Mr. Tyler Perry, and Dr. Ryan Shen are all Assistant Professors in Mechanical and Industrial Engineering.
- **Shen, R., McIntosh, J., Chowdhury, S., Perry, T. and Alzarrad, A.**, "Occupational Hazard Recognition and Mitigation of Exposures to Respirable Dust and Crystalline Silica in Mining Operations," Department of Labor grant for \$100,000. Dr. Ryan Shen is an Assistant Professor of Industrial Engineering. Professor James McIntosh is Chair of the Department of Mechanical and Industrial Engineering, Dr. Sudipta Chowdhury and Mr. Tyler Perry are Assistant Professors of Industrial Engineering. Dr. Ammar Alzarrad is an Assistant Professor of Civil Engineering.
- **Dampier, D.** and **J. Sammons**, Establishment of a Critical Infrastructure Cyber Security Center at Marshall University, U.S. Cyber Command through Civil Military Innovation Institute (CMI2) grant for \$250,000. Dr. David Dampier is Dean of the College of Engineering and Computer Sciences and Interim Executive Director of the Institute for Cyber Security. Professor John Sammons is Associate Director of the Institute for Cyber Security.
- Durden, L., K. Eckhoff, A. Burdsall, **S. Youn**, C. Andujar-Gonzalez, L. Abu-Niaaj, M. Magnuson, and W. Harper, "Characterizing *Bacillus globigii* as a *Bacillus anthracis* surrogate for wastewater treatment studies and bioaerosol emissions," *Environmental Science: Water Research & Technology*, November 2023. Dr. Sungmin Youn is an Associate Professor in the Department of Civil Engineering at Marshall. The other authors are from the Air Force Institute of Technology, National Homeland Security Research Center, and Central State University.
- Shaker S., A. Arif, **Y. Fazea**, "A new efficient adaptive rood pattern search motion estimation algorithm," *Scientific and Technical Journal of Information Technologies, Mechanics and Optics*, 2023. Dr. Yousef Fazea is an Assistant Professor in the Department of Computer Sciences and Electrical Engineering. Dr. Sherin Shaker is a former Ph.D. student, co-supervised by Dr. Ahmad Arif and Dr. Fazea.
- **Alzarrad A., M. Miller, S. Chowdhury, J. McIntosh, T. Perry, R. Shen**, "Harnessing Virtual Reality to Mitigate Heat-Related Injuries in Construction Projects," *CivilEng*, 2023. Dr. Ammar Alzarrad is an Assistant Professor in the Department of Civil Engineering. Mathew Miller is an undergraduate student in the Department of Computer Sciences and Electrical Engineering. Professor James McIntosh is the Chair of the Department of Mechanical and Industrial Engineering. Dr. Sudipta Chowdhury, Dr. Ryan Shen, and Mr. Tyler Perry are Assistant Professors in the Department of Mechanical and Industrial Engineering.

STUDENT & ALUMNI ACHIEVEMENTS

- Sophia Fry, Mahir Irtiza, Alexa Hoffman, and Dr. Yousef Sardahi won the Best Presentation Award at the 2023 Control, Automation and Systems Engineering Conference for their presentation, "Fuzzy Logic Control for Flexible Joint Manipulator: An Experimental Implementation." Sophia and Mahir are local high school students. Alexa Hoffman is an undergraduate student in the Department of Computer Sciences and Electrical Engineering. Dr. Sardahi is an Associate Professor in Mechanical Engineering.

COLLEGE OF EDUCATION AND PROFESSIONAL DEVELOPMENT (DEAN: DR. TERESA EAGLE)

PROGRAM HIGHLIGHTS

- Marshall University hosted the Southern Regional Council for Educational Administration with Dean Teresa Eagle opening the conference. Dr. Eugenia Lambert, Leadership Studies, served as SRCEA Conference Chair and was appointed President for 2024.
- The graduate Literacy Education program held a three-day institute in July 2023 that examined principles of the science of reading. Faculty updated content in foundation courses to better align with evidence-based practices.

FACULTY & STAFF ACHIEVEMENTS

- Several COEPD faculty presented at the Southern Regional Council on Educational Administration hosted by Marshall University on October 23-25, 2023.
 - Dr. Kimberly McFall presented "Censorship: Leading in a Challenge Culture."
 - Dr. Lisa Heaton, Dr. McKenzie Brittain, and Dr. Kimberly McFall, Graduate Curriculum & Instruction Department, presented "Leading in a Digital World: Supporting Technology Integration."
 - Dr. Bobbi Nicholson and Dr. Ron Childress presented "Implementing an Online EdD in Leadership Studies: Lessons Learned."
 - Dr. Brenda Tuckwiller and Richard Gillman presented "State Agency and Institution Partnerships: Symbiosis and Sustainability — A Case Study."
 - Tricia King and Richard Yocke presented "Technology Needs of Beginning Teachers."
 - Dr. Tom Hisiro co-presented "How to Use Technology Tools to Make Writing Feedback More Effective for Teachers and Students" with CI doctoral student Becky Osterfield.
 - Dr. Tammy Johnson, Dr. Bobbi Nicholson, Dr. Chris Sochor, and Jan K. Rader presented "LGBTQ Leadership in Higher Education: Considering the Impact of Heteronormative Bias and the Practice and Participation of LFBTQ Leaders at Institution of Higher Education in Appalachia."
 - Dr. Feon Smith and alumnus Dr. Jessica Hanna presented, "Heutagogy: Transforming Adult and Continuing Ed. in Online Learning Environments and its Impact on Homeschool K-12 Students."
- Dr. Jonathan Lent presented on self-care and wellness for counselors at the 2023 WV Counseling Association Fall Conference on November 2.
- Dr. Isaac Willis Larison presented, "Ecopedagogy: Are Book Selection Committees Choosing Books for Planet Conscious Children?" at the International Research Society for Children's Literature at UC Santa Barbara in August. Dr. Larison also initiated a university partnership with Københavns Professions Højskole (KPH) in Copenhagen, Denmark. The COEPD hosted Dr. Kenneth Hansen from KPH in September. Several Danish students are expected to attend classes at MU during the fall semester of 2024.
- Dr. Brian Kinghorn spoke at the TEDxOshkosh event: "Untamed Imagination" on November 4. The title of his talk was "Is The Dress Blue or Gold? The Psychology of Perception." Dr. Kinghorn also served as Director of the summer 2023 National Youth Science Camp. The camp came to West Virginia for its 60th anniversary after three years of fully virtual programming. Ninety-four student delegates represented 44 states, Washington, DC, and 9 additional nations.

STUDENT & ALUMNI ACHIEVEMENTS

- Several students and alumni presented at the Southern Regional Council on Educational Administration hosted by Marshall University on October 23-25, 2023. Dr. Lisa Beck, alumnus, was the keynote speaker.
 - Doctoral student Janna Coleman presented "Who Cares? An Exploration of Curriculum Development by Connecting Webb and Maslow to Student Learning to Gain Academic Success". Janna was awarded the Outstanding Graduate Paper.
 - Doctoral student Becky Osterfield participated in a poster presentation titled, "How to Use Technology Tools to Make Writing Feedback More Effective for Teachers and Students."
 - Laura Stephens presented the poster "Factors Motivating Pursuit of Student Leadership Opportunities."
 - Alumnus Dr. Jessi Hanna co-presented "Exploration of an Online Engineering Program" with Yuri Melendez and co-presented "Heutogogy: Transforming Adult and Continuing Ed. in Online Learning Environments and its Impact on Homeschool K-12 Students" with Dr. Feon Smith. Dr. Hanna was appointed SRCEA Webmaster and Technology Specialist.

COMMUNITY ENGAGEMENT

- Dr. Jennifer McFarland-Whisman is helping to facilitate training in the Early Start Denver model for a 4th cohort of WV Birth to Three providers.
- Amanda Preece, Assistant Director of the Student Center of Professional Education Services (SCOPES), worked with Athletic Director Christian Spears and the College Football Playoff Foundation to choose a teacher to receive a \$1000 grant from Donors Choose. Melissa Elliott, music teacher at Highlawn Elementary School and COEPD grad (2017) received funds to purchase a new piano.
- Dr. Sachiko McBride participated in the WV Makes Festival 2023 on October 6th. Dr. McBride showed multiple physics demonstrations to local K-12 students. Dr. McBride also participated in the Middle School Gifted and Talented MGV on October 23rd and ran the state demonstration for nearly 80 middle school Gifted students.
- Dr. Eugenia Lambert ran the state-sponsored summer feeding program which provided over 2,000 meals to children this summer.

COLLEGE OF HEALTH PROFESSIONS (DEAN: DR. MICHAEL PREWITT)

PROGRAM HIGHLIGHTS

- Dr. Michael Prewitt, Dean of the College of Health Professions, was elected as a commissioner to the Physical Therapy Reaffirmation Panel for the Commission on Accreditation in Physical Therapy Education (CAPTE).
- An MOU with the WV School of Osteopathic Medicine located in Lewisburg is in the works to offer a DO/MPH dual degree program. Medical students will enter the Marshall MPH program during their third year, complete the program, then continue their last two years of clinical practice at WVSOM.
- The School of Physical Therapy is collaborating with West Liberty University to place up to 20 Doctor of Physical Therapy (DPT) students each year.

FACULTY & STAFF ACHIEVEMENTS

- Nikki Dudley, clinical supervisor of the MU Speech and Hearing Center, earned the elite title of Certified Brain Injury Specialist. Before taking the exam, Nikki worked over 500 hours with individuals with brain injuries.
- Health Sciences faculty member Dr. Georgiana Logan presented at the American Public Health Association Conference in Atlanta in November. She also presented at the Tri-Sate Diversity Conference with her workshop "Inclusive Voices in Marginalized Spaces: Moving Beyond Diversity to Inclusivity in Leadership." Dr. Logan was also honored as a finalist for the SunBelt Conference Faculty of the Year at the Sun Belt Honors Banquet in October.
- Robin Looney, Treatment Coordinator for WV TIME4K, received the WV Advanced Alcohol and Drug Counselor certification.
- School of Nursing faculty Dr. Natalie Perry, Dr. Sarah Hodges and Professor Bethany McFann published their article, "Student evaluation of a health history assessment with standardized patients." in the *Journal of Nursing Education and Practice*. This publication was based on the creation of a simulation for sophomore BSN students.
- Dr. Nancy Elkins represented the MSN program at the WV Organization for Nursing Leadership fall conference in November.
- Dr. Peggy Proudfoot Harman, MSW Program Director, wrote the book review, "Sex Work and the New Zealand Model: Decriminalization and Social Change" for the *International Journal of Social Work Values and Ethics*.

STUDENT & ALUMNI ACHIEVEMENTS

- Athletic Training students in the School of Kinesiology participated in poster presentations at the Family Medicine and Sports Medicine Conference in November. Olivia Newhouse won 1st place for her poster "Complete Tear of the Anterior Cruciate Ligament Resulting in A Tightrope Surgical Repair." Hunter Sayre won 2nd place for his poster "Ankle ROM, Balance, Sway, and Ankle Instability." Anthony Whitlock won 3rd place for his poster "A Survey Response Investigation of Lower Extremity Injuries in Soccer Athletes Related to Their Playing Environment."

COMMUNITY ENGAGEMENT

- The MU Speech and Hearing Center offered summer speech camps to over 20 children. This provided students with IEPs for speech and language needs continuing services over the summer. The Center also hosted an open house in October for people to tour the clinic.
- Students in the School of Nursing served meals to those in need at the Huntington City Mission throughout the fall semester.
- Students from Chapmanville High School toured the nursing labs and had the opportunity to learn about the pre-licensure BSN program. They also learned some nursing skills and practiced on each other and the simulators.
- Professor Bethan McFann represented the School of Nursing for a health fair at Fairland High School.

PROGRAM HIGHLIGHTS

- The English Language Institute has established an exchange agreement with Rangsit University in Thailand, thanks to the efforts of Director Kae Bradley. The agreement supports the exchange of faculty and students between Marshall and Rangsit to develop joint teaching and research projects.
- The undergraduate Humanities program hosted the annual meeting of the West Virginia Philosophical Society, November 10-11. Rosa Ross, a Humanities alum who graduated from the Princeton University Philosophical Society, gave a keynote address at the conference.
- On October 1, the History department started the podcast, *History over Coffee*. New assistant professor Dr. Manamee Guha launched the program, which has had over 4,500 downloads in just over a month.

FACULTY & STAFF ACHIEVEMENTS

- Dr. Amine Oudghiri-Otmani, English instructor, earned his EdD degree at Marshall University this summer. His dissertation project focused on factors affecting retention of international students at seven regional institutions in West Virginia. His research will prove useful as Marshall works toward building international student enrollment toward pre-pandemic levels.
- Dr. Boniface Noyongoyo, assistant professor of Sociology, published an article in the July issue of *Journal of Higher Education Politics and Economics* entitled, "Living Without My Foods: African Students' Eating Habits Compared to All in the United States of America."
- Dr. Clinton Brown, assistant professor of Communication Studies, presented his study, "Type II Diabetes Patient Exercise and Diet Adherence: A National Sample Comparing Rural and Urban Communities" at the International Conference on Communication in Health Care in Rio Grande, Puerto Rico in October. The research was co-authored with Dr. Maria Ventis from Rutgers University and Rodd Gambill, an undergraduate student at Marshall.

STUDENT & ALUMNI ACHIEVEMENTS

- Samantha Ruddle, History graduate student, is serving as recorder for the Advisory Committee of the Prospective Black Appalachian Cultural Center. The BACC is located in the Fairfield West district and serves as a community, academic, and cultural hub in the region's evolving cultural heritage economic sector.
- Eight outstanding students were inducted into the political science honorary Pi Sigma Alpha at a ceremony on November 8: Kierstin Beane, Aaron Carte, Peyton Holley, Bailey Perry, Brady Pinkerman, Ian Schorr, Lexi Steele, and Sydney Womack. Jacob Redman, Policy Analyst for the WV House of Delegates and 2019 graduate, gave the keynote address at the ceremony.
- Three undergraduate students in Psychology, under the direction of assistant professor Dr. Wendi Benson, conducted an assessment survey of a residential substance use disorder treatment center in Portsmouth, OH. Their reports provide valuable data related to staff turnover, performance, and life satisfaction. The results were presented at the WV Psychological Association conference this fall. Students involved in the project are all senior Psychology majors: Emily Cadd, Megan Elizabeth-Smith, and Ella Wilburn.
- Psychology major Aaron Larkins earned a SURE Award this summer to develop a machine learning model to accurately identify and classify aggressive behaviors in mice. Lexie Martin-Hidalgo, also a Psychology

senior, earned a Creative Research and Discovery Award this fall to apply Aaron's model to rodent behavior. She is testing the effects of dietary conditions on aggressive behavior.

- Sarah Kerckmar, Communication Studies alum, began a new position as Department Chair for Health and Clinical Sciences in the University of Kentucky's College of Health Sciences. Sarah earned a PhD in Communication from UK in 2007 and a Master of Health Administration earlier this year. She previously worked at the American Lung Association and the Clean Indoor Air Partnership. She was a faculty member and administrator in Instructional Communication for 9 years before transitioning to the College of Health Sciences in 2020.
- Zachary Jenkins, 2017 Psychology & Political Science BA and 2020 Psychology MA graduate, was recently awarded the TRIO Service Recognition Award by WV TRIO. Zac is the director of the HATS program, a federal TRIO program at Marshall. HATS assists first-generation college students in Mason and Wayne counties by bringing equal access to educational opportunities.
- Caralee Casto, 2020 BA in International Affairs and Japanese, completed her MA in International Studies–Japan Studies at the University of Washington in June 2023. She has since begun studies at the Inter-University Center for Japanese Studies in Yokohama, Japan for intensive language studies.

COMMUNITY ENGAGEMENT

- The College of Liberal Arts held a "Herd in Town" event in October highlighting three significant community engagement projects from faculty. Dr. Robin Riner, Professor of Anthropology, and Dr. Christina Franzen, Professor of Classics, shared their ongoing grant project serving veterans. They hold seminars engaging veterans with ancient texts recounting Rome's civil wars to find parallels with the veterans' own battle experiences. These veterans are trained to be discussion leaders for veterans' groups around the state. Daniel O'Malley, assistant professor of English, discussed the importance of literature with readings from Kafka and his own work. He also served a mayoral appointment as Literary Laureate of Huntington. Dr. Penny Koontz, associate professor of psychology, shared her work as Director of the Marshall University Center for Healthier Aging Initiatives in Appalachia. The Center promotes research, outreach programs, education, and best practice for clinics and providers.

COLLEGE OF SCIENCE (DEAN: DR. WESLEY STITES)

PROGRAM HIGHLIGHTS

- Alum Jerry R. Keyser provided a generous gift of \$300,000 to establish a scholarship to support undergraduate biology majors. The renewable, four-year scholarship aims to foster the growth of students to become the next generation of scientific leaders.
- The Department of Chemistry launched a peer mentorship program. Freshman chemistry majors are paired with junior and senior chemistry majors to help guide them through the expectations of the department and the university.
- The Marshall University Infectious Disease Surveillance Lab (MUIDSL) participated in the Mass Casualty Exercise held at Joan C. Edwards Stadium on October 21. The surveillance lab practiced their ability to communicate with county and state disaster preparedness personnel about potential bio-threats and the interpretation of lab results. The lab also simulated a smallpox release to assess their ability to design and deploy a PCR assay test that can detect bioweapons pathogens in community wastewater.

FACULTY & STAFF ACHIEVEMENTS

- Dr. Tom Cuchta, Mathematics, presented "Analogues of hypergeometric series" at the TYAN-Humboldt Workshop in Mathematics at the University of Brasilia.
- Dr. Stephen Deterding, Mathematics, published his paper, "Boundary smoothness conditions for functions in $R^p(X)$ " in the journal *Computational Methods and Function Theory*. He gave an invited talk, "Living on the Edge: Boundary Points and Bounded Point Derivations", at the University of Toledo Complex Analysis and Operator Theory Seminar.
- Dr. Maria Hamilton, Mathematics, presented "Cosmic Symphony: Gravitational Waves and Their Counterparts" at the Blackwater Falls Astronomy Weekend. She also attended the Windows on the Universe workshop in Tucson, AZ.
- Dr. Jackie Fannin, Biological Sciences, attended the West Virginia Science Teachers Conference at Oglebay, WV, and the American Association of Colleges and Universities Transforming STEM Higher Education Conference in Washington, DC.
- Dr. Robin O'Keefe, Biological Sciences, and Robbie Clark, Academic Lab Manager, gave their talk "A revision of the genus *Dolichorhynchops* with implications for the evolution and biogeography of Polycotyliidae" at the 83rd Annual Meeting of the Society of Vertebrate Paleontology in Cincinnati, OH.
- Dr. Kim DeTardo-Bora, Criminal Justice and Criminology, presented her paper "Wild & Wonderful: Perceptions about Campus Carry at a Mid-Sized University in the Mountain State" at the WV Criminal Justice Educators' Association annual meeting.
- Bill Gardner, Cyber Forensics and Security, presented "Using and Abusing Chat GPT in the Classroom" at the 12th Annual STEM/STEAM and Education Conference in Hawaii.
- Dr. Kimberly S. Kunkler, Forensic Science, received the ASTM International Forensic Sciences Award on November 3. The award recognizes her continuous and outstanding contributions to the development of consensus-based standards relevant to the forensic science industry.

STUDENT & ALUMNI ACHIEVEMENTS

- The newly released documentary film *Canary* discusses the life and career of alumni Dr. Lonnie Thompson and his wife, Dr. Ellen Thompson. Both spent their careers at Ohio State University and the National Academy of Science. Lonnie also received the National Medal of Science. Their research and collection of ice cores from around the world pioneered how scientists understand climate change.
- Students Alyssa Long, Anna Perella, and Gage Williams joined Geology faculty Dr. Aley El-Shazly and Dr. David Brink-Roby at the Geological Society of America National meeting.
- Alum Richie Williams received a WV NASA Space Grant under Dr. Tom Cuchta's supervision to study "A contour integral approach to solving generalized heat equations on time scales."
- Richie Williams and math major Ashley Robinett attended the Undergraduate Mathematics Conference at the University of Dayton in November. Richie gave a talk titled "Linear Quadratic Pursuit-Evasion Games on Time Scales."
- AJ Messinger, a double major in math and physics, received a \$5,000 NASA Undergraduate Research Fellowship Project award. Dr. Sean P. McBride will supervise AJ's project, "Pore Fouling's affect in Azo-Dye-Functionalization."
- Graduate student Evan Abshire participated in the Midwestern Workshop on Asymptotic Analysis in October.
- Biochemistry major Eugene Kim received a WV NASA Student Fellowship award for \$1,000.
- Several Criminal Justice, Criminology & Forensic Science students presented at the WV Criminal Justice Educators' Association annual meeting in Parkersburg, WV. Trey Moss and Steven Schumacher won the 2023 WVCJEA Scholar's Award. Caitlyn Lewis won the graduate paper competition with Grace Simpson placing third. Mikaela Shockley, Benjamin McElroy, Emily Neal, Hannah Carroll, and Beth Swick won the quiz bowl competition. Mikaela Shockley, Benjamin McElroy, Emily Neal, Hannah Carroll, Beth Swick, Elizabeth Kelly, and Destani Huffman took second place in the crime scene competition.

COMMUNITY ENGAGEMENT

- Faculty and students participated in outreach activities including the Clay Centers's Clay2Go STEAM mobile Outreach Exhibit at the Huntington Mall, the Tri-State STEM+M Middle School Gifted and Talented Event for local middle schools, the U.S. Capitol Christmas Tree outreach event in Huntington, and the Roots and Shoots in Buffalo.
- Dr. Habiba Chirchir conducted anatomy workshops for high school biology teachers.
- Three "CSI Huntington" events were held for students at Spring Valley and Cabell Midland High Schools.

DIVISION OF AVIATION (CHIEF AVIATION OFFICER: MR. BILL NOE)

PROGRAM HIGHLIGHTS

- The Division of Aviation purchased an H125 rotorcraft for \$1.5 million. Airbus has agreed to provide the ten-year maintenance, rotorcraft exterior and interior design and finishing to Marshall University's specifications, equipment for movement of the rotorcraft, and training for one pilot and one maintenance technician. The rotorcraft is expected to arrive in early 2024.
- Marshall University Aviation leaders and faculty visited 37 West Virginia counties, more than 40 high schools, and interacted with more than 5,000 high school students over an 11-week period. The West Virginia Association of Collegiate Registrars and Admissions Officers coordinated the recruiting tour. In addition, Marshall University Aviation participated in several events held at area schools including the Huntington High School Fall Adventure and Spring Valley High School Science Event. Subsequently, the Bill Noe Flight School welcomed 145 students and chaperones for tours.

STUDENT & ALUMNI ACHIEVEMENTS

- Rusty Pittman, a third-year professional pilot student, achieved the coveted Certified Flight Instructor certification making him an Instructor at the Flight School. This milestone is one full semester ahead of schedule and is significant for Marshall University Aviation. Mr. Pittman is the second internal hire to begin Marshall University Aviation's self-sustaining Instructor Force. Additionally, four external Certified Flight Instructors were added to the Instructor Force to meet the flight requirements of the Fall 2023 class.
- As part of creating culture of safety, Flight School student pilots and Aviation Maintenance Technology (AMT) students attended and participated in the quarterly Safety Stand Down at their respective schools. The Safety Stand Down focused on emergency response training for an active shooter, Federal Aviation Administration Safety Team (FASST) updates, and busy flight line dynamics. AMT students obtained training on the safety handbook, hazardous attitudes, hangar safety, safety culture, anonymous reporting, fire suppression and hands-on extinguisher training at Ceredo Fire Department, proper communication in an aviation environment, and spill kit training.

COMMUNITY ENGAGEMENT

- Twenty-five Gear Up students from Lincoln County High School visited the Flight School in November. Students learned about the Flight School and other aviation opportunities throughout the state of West Virginia.
- The Division of Aviation hosted the Federal Aviation Administration Safety Team (FAAST) meeting. This session focused on flight risk mitigation for flight instructors and current trends in safety management systems. The Bill Noe Flight School welcomed over 40 flight instructors, students, and community members including a flight crew from Martinsburg, WV.
- The Marshall chapter of Women in Aviation International welcomed over 150 guests to their annual Fall Fly-In and Pancake Breakfast. Families joined in outside games, a fall photo shoot, a health and wellness demonstration from a local fitness center, and demonstrations from the airport operations team and canine support team.
- The Aviation Maintenance Technology School hosted the current class of Leadership Huntington for a day. Their training focused on aviation and included tours of the AMT facility and Huntington Tri-State

Airport. Leadership Huntington is an organization that works to develop and motivate a cross-section of leaders who will use their talents and abilities to inspire others and to foster a new spirit of energy, enthusiasm, and vitality throughout the state.

- More than 100 guests attended the National Weather Service Open House. Attendees learned about Marshall University Aviation, along with education and career opportunities.
- The Bill Noe Flight School hosted 60 members of the regional Young Professionals Organization. Members toured the facility with Mr. Noe serving as the keynote speaker.
- Sixty aviation educators, business, and aviation leaders from across the state came together at the Bill Noe Flight School to engage and provide aerospace, aviation and AAM initiative updates. Participants also identified action items and the next steps to continue the progress.
- Twenty-five College of Business students visited the Bill Noe Flight School for a tour and discussion on current aviation topics. Guests enjoyed lunch and a bus tour of the operations side of West Virginia International Yeager Airport. CEO Dominique Raneri lead the discussions and the tour.
- Collins Career Center hosted the Ohio Stem Collaboration where education representatives gathered to discuss stem education initiatives across the state. Participants gained insight from education and industry leaders and brainstormed initiatives to expand STEM opportunities. Business partners of the event included Marshall University Aviation, Toyota, Marathon, King's Daughters Medical Center, and Mountwest Community and Technical College.

LEWIS COLLEGE OF BUSINESS (DEAN: DR. DON CAPENER)

PROGRAM HIGHLIGHTS

- The Lewis College of Business virtually hosted the 4th Annual Business Research Conference on November 3. The conference featured Dean's Distinguished Guest Speaker Dr. Mark McKnight, Professor of Accountancy, from the University of Southern Indiana. There were 31 presentations from researchers representing 3 countries, 3 continents, 10 states, and 16 universities and institutions.
- Marshall's MBA program is growing with enrollment up 4%. The Health Informatics program enrollment is up 12%. The MBA and Health Informatics programs are also working on new joint programs with the School of Pharmacy and Forensic Science department.
- The LCOB organized a tour of WV International Yeager Airport and a lecture by the CEO for students interested in Aviation Management. Students also learned about airport operations and assets. Academic leaders from BridgeValley Community and Technical College also attended the event. The LCOB is collaborating with BridgeValley to expand aviation management, accounting, and business management classes to their students starting in Fall 2024.

FACULTY & STAFF ACHIEVEMENTS

- Beta Alpha Psi, the national honorary organization for financial information students and professionals, recognized Amanda Thompson-Abbott and Thomas Norton for their outstanding efforts supporting the MU Kappa Phi chapter during the 2022-2023 academic year. Both are Assistant Professors in Accounting and Legal Environment. The Kappa Phi chapter also received international recognition as a Superior Chapter which signals superior achievements in the areas of academics, professionalism, and leadership. In conjunction with this distinction, the chapter will be awarded financial support for student programs in 2024.
- Instructor of Management Margie Phillips was selected as a board member for the Cabell County Solid Waste Authority.
- Dr. Deepak Subedi, Professor of Management, was honored for six years of contribution as a board member for Goodwill Industries of KYOWVA.
- Dr. Ralph McKinney, Associate Professor of Management, was recognized by state authorities for his research project on food and aging needs. He is developing a new course on Healthy Aging in Appalachia to be taught collaboratively by multiple faculties in different colleges at MU.
- Dr. Susan Lanham, Associate Professor of Accounting, was awarded the Best Overall Conference Presentation at the MU Business Research Conference for her presentation, "The Quantum Shift: Preparing Businesses for the Looming Encryption and Data Security Challenges."
- Assistant Professors Dr. Kevin Knotts (Management) and Olen York (Marketing MIS, and Entrepreneurship) received the Best in Business Track award at the MU Business Research Conference for their presentation, "Motivating Myself for My Business."

STUDENT & ALUMNI ACHIEVEMENTS

- The MU student chapter of the Financial Management Association elected new officers: President-Valerie Watts; Vice President-Mackenzie Ryder; Secretary-Jonny Garlow; Treasurer-Reagan Hines. Dr. Mohammed Uddin is the chapter advisor.

- Marjorie Abney, DBA student, won the Best Student Presentation award at the Marshall Business Research Conference for her presentation, "The Effects of Management Control Systems on Bank Performance through Differing Modes of Innovation."
- The MU chapter of the Society for Human Resource Management hosted a speaker in October who discussed mental health, suicide prevention month, and the role of HRM in cyber-attacks in business. Members also participated in local SHRM meetings and the state SHRM conference in November.
- Rileigh Snavelly, International Business major, is currently studying abroad in France and completing an international internship.
- Yeager Scholar and business major Nico Raffinengo made two study abroad trips this past summer at Oxford University in England and in Argentina.
- Finance major Brea Belville represents the LCOB as a Senator for the Student Government Association. She is also the SGA Marketing Committee Chair. Brea is involved in the student chapter of the Financial Management Association, member of the Pre-Law Club, and involved in mentoring high school students in 4-H.

COMMUNITY ENGAGEMENT

- Dean Don Capener represented Marshall and the LCOB at a CEO Roundtable event in October which included lunch and presentations with Charleston area business leaders. Former COB Dean Bob Simpson and alum Dave Haden hosted the event.
- The MU chapter of the Society of Human Resource Management held a food drive on October 30.

SCHOOL OF PHARMACY (DEAN: DR. ERIC BLOUGH)

PROGRAM HIGHLIGHTS

- The School of Pharmacy is creating two new certificate programs in pharmacy law and tobacco cessation.
- The new BS in Pharmaceutical Sciences accepted its first students this fall. This is the first undergraduate program to be offered by the School of Pharmacy.

FACULTY & STAFF ACHIEVEMENTS

- Dr. Angel Kimble and Dr. Tiffany Davis lead the OTC Challenge team at the West Virginia Pharmacists Association (WVPA) Annual Meeting in October.
- Dr. Jennifer Sparks presented “Crucial Conversation: WV Antimicrobial Stewardship and the Pharmacists’ Role” at the WVPA Annual Meeting.
- Dr. Craig Kimble presented “Immunization Update for Fall 2023: An Update for Pharmacists and Pharmacy Technicians” at the WVPA Annual Meeting.
- Dr. Mary Catherine Platz presented “What’s the Tea for 2023? American Diabetes Association Guideline Update Plus Quick Review of Weight Loss Medications” at the 30th Annual Southern Appalachian Fall Seminar at Pipestem Resort.
- Dr. Brittany Riley presented “How Can Preceptors put the P in PIF” and “Screen and Intervene: How to Implement SBIRT from the Classroom to Community” at the American Association of Colleges of Pharmacy Annual Meeting. Dr. Riley also presented “Medications Used in Mental Health Settings: What You Need to Know” for the MU Center of Excellence in Recovery.
- Dr. Tommy Pile and Dr. Craig Kimble were presenters at the MU Business Research Conference.
- Dr. Nandini Manne received a \$1.76 million dollar grant from the Minority Health Institute.
- Dr. Tim Long served as a grant reviewer on NIH study section ZAI1 MNO0D(J1).
- Dr. Tim Long received a \$75,000 augmentation to a research contract with Parabon NanoLabs for his study “Rapid Microbial Identification and Characterization in the Field.”
- Dr. Michael Hambuchen became Associate Section Editor for the *Journal of Pharmacy and Pharmaceutical Sciences*.
- Dr. Gayle Brazeau and Dr. Cynthia Jones moderated a career development session at the American Association of Pharmaceutical Scientists (AAPS) PharmSci 360 Conference entitled “Employing Psychological Safety Approaches to Promote Inclusion and Innovation.”
- **Rorabaugh, BR**, Guindon J, Morgan DJ. “Role of Cannabinoid Signaling in Cardiovascular Function and Ischemic Injury.” *Journal of Pharmacology and Experimental Therapeutics*, December 2023.
- Erstad, BL, Blakely G, Romero A, **Brazeau, GA**. “Best Practice Strategies for Retaining Faculty During Times of Rapid Change.” *American Journal of Pharmacy Education*, November 2023.

STUDENT & ALUMNI ACHIEVEMENTS

- The OTC Challenge team placed second in the West Virginia Pharmacy Association (WVPA) Annual Meeting.
- Lindsey Riffe was awarded the WVPA 2023 Student Pharmacist of the Year award.
- Taylor McKenzie Campbell was elected as the Mid-Atlantic Regional Correspondent for Phi Delta Chi.

- Amber Daniel and Briana Kilgallin won the local American Society of Health-System Pharmacists (ASHP) Clinical Skills Competition. They will also be representing MUSOP at the ASHP Midyear Clinical Meeting in December.
- Julia Fanelli and Alison Woolum attended the American Pharmacists Association (APhA) Student Leadership Institute.

COMMUNITY ENGAGEMENT

- The School of Pharmacy hosted several community events throughout the fall semester including flu and Covid vaccine clinics for employees and students, the Inaugural Women's Health Fair in connection with the MU Women's and Gender Center, the Prevention Empowerment Partnership Meeting, and an American Red Cross blood drive.
- Pharmacy students worked at sites across the county with Prevention Empowerment Partnerships for their Drug Take Back Day.
- Dr. Brittany Riley presented to the Health Academy students at Collins Career Center about opportunities in pharmacy.
- MUSOP students volunteered for Save-A-Life Day which distributes naloxone and educates about substance use disorder and the overdose crisis in Appalachia.
- Students also volunteered for the Cabell County Health Department Biological Disaster Drill.

CAREER EDUCATION (DIRECTOR: MS. CRISTINA MCDAVID)

PROGRAM HIGHLIGHTS

- The Office of Career Education sponsored several successful events throughout the fall semester. These include:
 - Football Etiquette Dinner-21 senior players attended.
 - Herd Brothers Networking Event-115 Football players; 26 Herd Brothers Alumni/Employers
 - Exploring Careers & Highlighting Occupations Event (ECHO), September 13-Student Attendance: approximately 1,300; Companies: 29; Marshall University Departments: 13
 - JCPenney Suit Up, October 1-Students/Alumni: 139
 - Career Fair, October 4-Student Attendance: 564 (highest number of student attendance since the inception of the fair); Companies: 134
 - Etiquette Dinner, October 17-Students: 62
 - Pharmacy Career and Networking Showcase-Student Attendance: 115; Employers: 24

STAFF ACHIEVEMENTS

- Career Education staff Cristina McDavid, Jennifer Brown, and Erin LaFon attended the National Association of Colleges and Employers (NACE) Management Leadership Institute in Baltimore, MD.
- Jebediah Dickerson earned the Certified Professional Resume Writer Certification and the Career Digital Strategist Certification.
- Rodney Sanders completed the Certified Digital Career Strategist (CDCS) continuing education program to maintain his certification as a CDCS.

COLLABORATIONS & PARTNERSHIPS

- A Summer Maintenance Leadership Certificate was developed in conjunction with the LEAD Center and Housing and Residence Life for 43 students employed during the summer session. They completed a simulated experience through Forage in the eight career readiness skills established by NACE: critical thinking, career and self-development, communication, equity and inclusion, leadership, professionalism, and technology. Students received certificates of completion from Ashurst UK.
- Kristin Sims, the Coordinator for Career Planning and Development, receives referrals from across the campus to assist students struggling with career decisions. She received 184 referrals this fall with 108 students attending appointments.

COMMUNITY ENGAGEMENT

- Jebediah Dickerson, Senior Career Development Specialist, conducted a major/career exploration workshop with 15 senior students at St. Joseph Catholic School. Eight out of the 15 students expressed their intention to attend Marshall University next year. He conducted four resume writing workshops at Spring Valley High School with 71 students and an interviewing skills workshop with five students applying for an internship with Solar Holler. Two of five students were hired. Approximately 30 out of the 71 students from Spring Valley High School indicated their interest in attending Marshall University after graduation.

Jeb also presented on major exploration at Tri-State STEM+M Academy. Sixty-four freshman and sophomore students completed the PathwayU assessment to help them determine potential college majors and career options. Approximately 25 students indicated their interest in attending Marshall University after graduation.

CENTER FOR TEACHING & LEARNING (INTERIM EXECUTIVE DIRECTOR: DR. APRIL FUGETT)

PROGRAM HIGHLIGHTS

- The Center for Teaching and Learning has completed the Fall 2023 New Faculty Orientation (NFO) series. Programming began in August with day one dedicated to welcoming and onboarding new faculty. Day two focused on integrating new faculty with current faculty in a day-long series of sessions supporting Teaching, Research, and Community Engagement (TRACE Tuesday). These were followed by three additional sessions (one each month) designed to jumpstart faculty relationships with research, foundation and alumni work, and student enrollment and retention. The yearlong NFO series will include three additional sessions in the Spring focused primarily on advising, marketing and branding, and faculty support and retention.

FACULTY & STAFF ACHIEVEMENTS

- April Fugett, Interim Executive Director Center for Teaching and Learning, partnered with colleagues Sarah Davis, Director of Undergraduate Academic Advising, and Chris Atkins, Director of University College, to present their work related to various student success initiatives at Marshall.
 - Atkins, C., Fugett, A. & Black, B. (2023, October). "Reframing Risk with Individualized Student Interventions to Increase Student Success." Half-day workshop presented and facilitated at the annual National Symposium on Student Retention. New Orleans, LA.
 - Fugett, A. & Davis, S. (2023, October). "Bring Data to Life: Improve Retention & Student Connections Using Student Success Forecasting Model." Paper presented at the National Academic Advising Association (NACADA) Annual Conference in Orlando, FL.

CENTER FOR STUDENT SUCCESS (DIRECTOR: DR. KATERYNA SCHRAY)

PROGRAM HIGHLIGHTS

- There are 170 students participating this fall in the Supplemental Instruction (SI) Program which covers seven courses: BSC 120, BSC 227, CHM 205 (two sections), MTH 127 (two sections) and MTH 230. Supplemental Instruction is a proven high impact practice that provides non-remedial peer-led support for high-enrollment gateway courses with historically high D/F/W rates. Student SI leaders Liam Allan, Mika Jones, Perin Schray, Kayla Tyler, and Victor Villafuerte have done an extraordinary job of facilitating sessions this fall. Data from this semester's tests across all courses show that students who regularly attended SI sessions scored an average of 20-24% higher than their classmates.

STAFF ACHIEVEMENTS

- The Center for Student Success welcomed Morgan Conley, LPC, in October as the new Assistant Director for Student Success Initiatives.
- CSS staff members Jay Rader and Morgan Conley presented "Interventions for Building Resilience and Increasing Retention in Academically At-risk Students" at the WV Association of Student Personnel Administrators and WV TRIO Conference in Canaan Valley in November.

COLLABORATIONS & PARTNERSHIPS

- The Friend-at-Marshall (FAM) Peer Mentoring Program partnered with the Neurodiversity Alliance Buddy System and Department of Communication Studies to host the 2nd annual "world's tamest college Halloween Party" on October 27.
- CSS hosted a series of four Intercultural Dinner Groups as part of Marshall's three-year HLC Quality Initiative "Building a Stronger and More Inclusive Marshall Community." A total of 69 students, mostly freshmen, and seven staff members participated in the dinners. The program placed students into groups based on shared interests. Each group was naturally diverse in terms of race, ethnicity, faith, sexual orientation, gender identity, socio-economic class, and ability. Each dinner highlighted a different cuisine and included discussion prompts.

INTERCULTURAL & STUDENT AFFAIRS (VICE PRESIDENT: DR. MARCIE SIMMS)

PROGRAM HIGHLIGHTS

Student Conduct:

- The Office of Student Conduct partnered with Fraternity and Sorority Life to conclude Safety Month with an “Ask the Chiefs Luncheon” on October 27. Law enforcement from Cabell County had lunch and answered questions for students, faculty, and staff.

Intercultural & International Student Programs:

- The Intercultural Center hosted several events between September and October for a total of 986 attendees. Events included the Hispanic Heritage Month kickoff, Beyond Taco Tuesday, Allies on the Plaza event for LGBTQ+ History Month, and the Marco Trick or Treat Trail.
- Intercultural and International Students hosted the 60th Annual International Festival on October 28 with 800 guests.

Fraternity & Sorority Life:

- The Office of Fraternity & Sorority Life hosted the 4th Annual Powderpuff Football Game in the Indoor Practice Facility supporting Breast Cancer Awareness Month.
- The Office of Fraternity & Sorority Life partnered with Sisters of Hope for a Luncheon for breast cancer survivors and supporters.

Military and Veterans Affairs Office:

- The Office of Military and Veterans Affairs hosted the 9th Annual Veteran’s Tailgate on October 19 and the 2nd Annual Military Appreciation Luncheon on November 9.

Office of Student Activities:

- The Campus Activities Board (CAB) held a “College Life is Sweet” tabling event on October 2 passing out candy before midterms. A Tuesday Tunes-Day where students could listen to music on the plaza while enjoying food. Students could dress up and paint ghosts at “Night of Fright.” A Spooky Bingo and Halloween edition of Paint ‘N’ Sip were also held.
- CAB and Housing and Residence Life provided a photo booth for students and community members to take pictures in their costumes for a Trunk or Treat on the plaza on October 30.

Student Involvement & Leadership:

- Over 100 students began the National Society of Leadership and Success development program.
- There are 253 active student organizations at Marshall. Of those, 14 are new this semester. Popular student organizations include the National Society of Leadership and Success (NSLS), Japan Club, Psi Chi, Roleplaying Club, Baptist Campus Ministry, Marching Thunder, and the Pre-American Medical Student Association.

Counseling Center:

- Between August and November, the Counseling Center received 395 new clients. Over four hundred student clients have returned to continue services. There have been 816 client appointments so far for this semester.
- The first DiversiTEA, a series focusing on diversity and equity within mental health, was held November 7.

Wellness/Student Health Education Programs:

- The Wellness Program’s Instagram followers have increased thanks to the tireless efforts of graduate assistant Hannah Estep.

- In October, 128 students signed up to use the Better You app. The average student using the app gets 7 hours of sleep and 6,400 steps daily.
- Over 1,000 students took advantage of the Wellness Card Sort activity.
- Wellness Programs hosted the programs "Cooking for Wellness: Using Campus Resources" and "Invest for Success: Creating Financial Wellness" in the Residence Halls.
- The MU Paws contracting was renewed with "Pawface" Hours reinstated in November.

Violence Prevention & Response Programs:

- Between September and November, Violence Prevention and Response Programs provided training for 328 faculty and staff on responding to disclosures of interpersonal violence.

STAFF ACHIEVEMENTS

- Cadyn Fraley and Lisa Martin in the Student Conduct Office presented "No One Should Carry the Weight Alone" at the WV Association of Student Personnel Administrators/WV TRIO conference at Cannan Valley on November 2.
- Cadyn Fraley, Student Conduct case manager, was selected as the New Professional of the Year for the West Virginia Association of Student Personal Administration.
- Shaunte Polk, Director of Intercultural & International Students, was asked to serve on the Dress for Success Rivers Cities Board.
- Wellness Programs Staff Kaye Godbey was elected co-chair of the WVCIA assessment committee and continues to be co-chair of the entire organization.
- Counseling Director Dr. Candace Layne, Mental Health Specialist Ryan Majher, and Case Manager Olivia Woody presented at The National Counseling Center Directors Conference in Nashville, TN.

COLLABORATIONS & PARTNERSHIPS

- Student Life worked with Military and Veteran Affairs to place American flags across campus for Veteran's Day. Military banners representing the six military branches were hung in the Memorial Student Center.
- The Student Government Association hosted the 53rd Memorial Fountain Ceremony on November 14.
- Wellness Programs partnered with the Cabell County Tobacco Prevention Coalition to offer two 8-week smoking cessation classes.
- Violence Prevention and Response Programs collaborated with the Title IX Office, Branches Domestic Violence Shelter, CONTACT Rape Crisis Center, and Alpha Chi Omega Sorority for the annual Take Back the Night event for Domestic Violence Awareness Month.

UNIVERSITY COLLEGE (DIRECTOR: DR. SHERRI STEPP)

PROGRAM HIGHLIGHTS

- Jessica Jordan, M.A., joined the staff of the Herd Start Early Academy as a Dual Enrollment Coordinator. She joins Michelle Biggs, Director, and Pat Campbell, Program Manager, as they work to expand our high school enrollments across the state and region.

STAFF ACHIEVEMENTS

- Sarah Davis, M.A., Director of Undergraduate Academic Advising, co-presented with April Fugett, Ph.D., at the NACADA Global Community for Academic Advising National Conference in Orlando, FL (October 4 – 7, 2023). The presentation title was “Bringing Data to Life: Improve Retention & Student Connections Using a Student Success Forecasting Model.”
- Chris Atkins, M.A., Director of University College, co-presented with April Fugett, Ph.D., and Britani Black, Psy.D., at The National Symposium on Student Retention (NSSR) hosted by the Consortium for Student Retention Data Exchange (CSRDE) in New Orleans, LA (October 23 – 26, 2023). The workshop title was “Reframing Risk with Individualized Student Interventions to Increase Student Success.”
- Sherri Stepp, Ed.D., Associate Dean of Undergraduate Studies, co-presented with Tammy Johnson, Ed.D. at the West Virginia Association of Student Personnel Administrators (WVASPA) Annual Conference at Canaan Valley, WV (November 1-2, 2023). The presentation title was “Creating Safe Space: The Implementation and Evolution of an LGBTQIA+ Focused Introductory College Course for First-Year Students.”

UNIVERSITY LIBRARIES (DEAN: DR. MONICA BROOKS)

PROGRAM HIGHLIGHTS

- Marshall University Libraries celebrated the 25th birthday of the John Deaver Drinko Library on October 24 with a program that included a performance by 3rd Avenue as well as the presentation of a quilt by the Piecemakers Quilting Group of St. John Claver Church. University Libraries also held a fundraising gala later that evening at Foundation Hall to celebrate the birthday.
- With enthusiastic support from the Governor's Curator for the West Virginia Department of Arts, Culture and History and the Secretary of the WV Library Commission, the university plans to add a new Master's in Library and Information Science degree at Marshall. Consultant research revealed there is a need for information professionals in public, academic, special, and school libraries in the region. The MLIS degree will be the first of its kind in the state of West Virginia. The library community is assisting Marshall librarians in compiling a curriculum that meets area library needs while conforming to established American Library Association curriculum standards. A tentative launch for the degree program is anticipated for fall 2025.

FACULTY & STAFF ACHIEVEMENTS

- Dr. Monica Brooks, Dean of University Libraries, presented a strategic planning session for the West Virginia Library Association Fall Conference held in Huntington on October 11-13. Dr. Brooks assisted the president of the association in gathering feedback from members using strategic methods from the Intuit Design-4-Delight process to better serve the state and libraries of all types. She is also a member of the WVLA Executive Board and will continue to facilitate the planning process for WVLA through 2024.
- The WV Electronic Resources library consortium is currently assisting Dr. Corley Dennison, Vice-Chancellor for Academics from the WV HEPC, in selecting an Open Educational Resource repository for all the state's public institutions. The WV HEPC received multi-year funding provided by Sen. Shelly Moore Capito's office to support faculty development of OER materials and textbooks to assist students in cost savings throughout their college careers. Librarians associated with the WVER consortium will assist fellow librarians and faculty with OER training and support as content is developed and added. The WVER is co-chaired by Dr. Monica Brooks and supported by co-founder Assistant Professor Heather Lauer.

COLLABORATIONS & PARTNERSHIPS

- MU Libraries has begun the creation of an Integrated Services Center as a result of a sabbatical project conducted by Professor Eryn Roles. Enhanced by a \$25,000 grant from EBSCO and guided by MU's Marshall For All, Marshall Forever campaign, the Center will include a centralized "one-stop" location for research and writing support services including library circulation and InterLibrary Loan. The MU Foundation will sponsor a podcasting studio and the Communication Studies Presentation Center. Collaboration between the MU Foundation, the Department of English, and the Department of Communication Studies will allow increased access to services for students, faculty, and staff. A fundraising campaign for the center launched on October 24, Drinko Library's 25th birthday, and has raised over \$1,000 to add to the EBSCO grant.

COMMUNITY ENGAGEMENT

- University Libraries sponsored several programs during Hispanic Heritage Month (September 15-October 15) to bring awareness of Latinx and Hispanic topics to MU students and the local community. A Loteria (lottery) and a Mercado (market) were held at the Memorial Student Center plaza for the annual HHM kick-off. Dr. Monica Brooks, members of the Hispanic community, and student organizations built an authentic Mexican ofrenda (altar) for a Dia de los Muertos program on November 1. Student, faculty, and staff interest was so overwhelming that an additional table was necessary to accommodate the photos of loved ones and pets. Other informative and educational HHM programs took place such as Beyond Taco Tuesday and an author talk by Dr. Joy Castro from the University of Iowa. The talk was co-sponsored by the Drinko Academy, Modern Languages Department, College of Liberal Arts, and the A.E. Stringer Visiting Writer Series in the English Department.

ONLINE EDUCATION (DIRECTOR: DR. JULIA SPEARS)

PROGRAM HIGHLIGHTS

- About 35% of Marshall faculty have been Ultra trained through one or more various training offerings. Faculty in Chemistry, Psychology, Counseling, the College of Business, Biology, Math, and Physics have participated in Ultra Design Labs. Faculty are also invited to drop in at noon every Monday-Friday for Ultra Office Hours with their questions.
- The MS in Geography, Meteorology graduate certificate, and undergraduate certificate in Meteorology have all been approved for online completion.
- In partnership with other campus offices, Online Education coordinated the first Virtual Countdown to Commencement on October 26 for online degree students planning to graduate in December 2023.
- Online Education continues to distribute monthly newsletters through the Faculty Senate listserv. The September issue shared information about Ultra Design Labs, adding student accommodations in Ultra, a tutorial on Groups, and the new Universal Design for Learning resource. Jennifer Baker, clinical assistant professor in Communication Disorders, shared course development tips and a tour of her Ultra course. The October issue shared Ultra updates, Respondus tips, and connected faculty to OER and Fair Use resources. Dr. Ben Eng, associate professor of Marketing, discussed the Innovation Explorer and how he and his students apply Design for Delight principles. A special AI-themed newsletter for November shared new web sources that discuss the use of AI in education. Bill Gardner, assistant professor of Cyber Forensics and Security, presented a tutorial on Ultra's AI Design Assistant tools.

STAFF ACHIEVEMENTS

- Michelle Morrison, Senior Director of Student Engagement, completed total withdrawal counselor training and can now assist online students requesting a total withdrawal.
- Marshall Online participated in the Ohio and West Virginia Statewide Blackboard Learn Day hosted by Anthology. Hilary Gibson presented "Marshall University & Genius: Microcredential Pilot." Diana Adams represented Marshall in the Ultra Client panel discussion.
- Dr. Julia Spears was invited to join Anthology's AI Advisory Committee.
- Dr. Julia Spears and Dr. Jodie Penrod presented, "On-Demand and In-Demand: Marshall University's Approach to Implementing HyFlex" at the 2023 EDUCAUSE Annual Conference. Dr. Spears was also a panelist for "Designing Student-Centered Experiences in Postsecondary Education Inside and Outside the Classroom" at the conference.
- Dr. Julia Spears was a panelist for the Anthology webinar, "Driving Effectiveness and Inspiring Instructors with AI" on September 25.
- Dr. Julia Spears presented "Microcredentials at Marshall University" at the WV HEPC Chief Academic Officers Retreat in October.
- Dr. Julia Spears co-led a session of the Academic Advising Community of Practice meeting during the Association for Undergraduate Education at Research Universities Fall 2023 Meeting at the University of Arizona.
- Dr. Julia Spears co-presented "From Gatekeeper to Champion: Gaining the Faculty Perspective to Facilitate Institutional Change" with Omid Futohi (WGU Labs) at the Online Learning Consortium.
- Dr. Julia Spears was named co-chair of the statewide Microcredential Taskforce with the WVHEPC.

COLLABORATIONS & PARTNERSHIPS

- The Marshall Advanced Manufacturing Center and partner Mountwest Community and Technical College received nearly \$1 million to launch a new career skills training program to meet pressing industry needs. Students in the new Marshall Skills Exchange program will earn industry skill sets, microcredentials, a certificate of applied science, and an associate of applied science degree.
- A second instructional designer was certified as a Quality Matters facilitator. Fifty-two faculty have also been QM certified during Fall 2023 term.
- The Online Student Engagement series continues to partner with the Counseling Center to promote student services and strategies for success.
- Online Education collaborated with Marshall librarians Sarah Mollette, Larry Sheret, and Margaret Sullivan to create a resource for online faculty that covers OER, Fair Use, and best practices for posting instructional materials in Blackboard.
- Approximately 1,100 courses have been bulk converted via K16. After reviewing three iterations of these conversions, the Design Center updated chairs and sent faculty a guide to help them review their converted courses.
- Online degree plans of studies are currently being reviewed by program directors so they can be uploaded into Curricular Analytics. So far, all programs in the College of Business have been uploaded to Curricular Analytics.
- The Student Engagement team promoted counseling services for online students through Mantra.

COMMUNITY ENGAGEMENT

- An online student community was created through the Marshall App to allow students to engage and connect with peers.
- Marshall Online participated in National Distance Learning Week by promoting Ultra office hours, Tech Tuesday, and Staying Motivated for Online Students.
- As a member of the board, Julia Spears helped plan the Women Warrior Summit hosted by founder First Lady Alys Smith. Six MU Online team members also attended the summit.
- Marshall Online participated in the campus trick or treat trail for students.



BOARD OF GOVERNORS REPORT | DECEMBER 13, 2023

School of Medicine showing successes under new curriculum model

In 2020, the School of Medicine implemented a new curriculum that changed the way it approaches pre-clinical and clinical education and merged them into an active-learning format. The vertically-integrated curriculum allows students to learn the theories of human health and disease while exploring the skills and attitudes of an effective physician. By getting students in the clinical setting sooner, the School refocused its attention to nurturing the development of a “master learner” with proficiency in skills and attitudes of a physician for our community, including:

- Life-long learning
- Problem-solving
- Data analysis
- Critical thinking
- Communications
- Team-building

MARKS OF SUCCESS (2022-2023)**STEP1 FIRST-TIME PASS RATE**

- **Marshall: 97%**
- National Average: 92%

STEP2 FIRST-TIME PASS RATE

- **Marshall: 99%**
- National Average: 98%

MATCH RATE

100% in 2023, 2022, 2021

SOM MARSHALL MOMENT: ASHALIA AGGARWAL**WV Rural Health Student of the Year**

Second-year medical student Ashalia Aggarwal was recently named the 2023 Outstanding Rural Health Student of the Year by the West Virginia Rural Health Association (WVRHA) for her role as a leader and advocate for rural health.

In March 2016, while still in high school, Ashalia established The Giving Palm, a nonprofit organization dedicated to providing inspirational books to teens during hospital stays to give the gift of hope, love and imagination through books. The Giving Palm helps patients express themselves through writing, introducing literary journals in partner hospitals at UPMC in Pittsburgh and Hoops Family Children's Hospital at Cabell Huntington Hospital in Huntington. She has also expanded the program by contributing books to rural clinics for seriously ill pediatric patients. Ashalia continues to promote literacy as a component of healthcare through author panels and Marshall University Ted Talks.

Ashalia is also currently implementing a rural research component to her literacy initiatives, created in collaboration with Dr. Adam Franks, professor of family and community health. The team is providing books with diverse characters to adolescents at Coalfield Health Center in Logan County and Marshall Health family medicine clinics.





School of Medicine Dean recognized on Highly Cited Researchers List

David Gozal, MD, MBA, PhD (Hon), vice president of health affairs and dean of the School of Medicine, was named to the 2023 list of Highly Cited Researchers™ list by Clarivate™. Of the world's population of scientists and social scientists, Highly Cited Researchers are one in 1,000. Each researcher selected has authored multiple Highly Cited Papers that rank in the top 1% by citations for their field(s) and publication year in the Web of Science over the past decade.

During the time interval used by Clarivate, Gozal's publications on sleep and sleep apnea including diagnostics, pathophysiology and treatment approaches as well as studies on COVID-19 were cited nearly 50,000 times. Gozal also received designation for his cross-field research work, an award that recognizes those whose highly cited papers impact multiple fields.

World-renowned professor of geriatrics delivers lecture, offers consultation

In an effort to drive more strategic initiatives in gerontology and aging, the Department of Internal Medicine welcomed in November world-renowned geriatrician Professor Willie Molloy to deliver a Grand Rounds lecture to faculty and residents. Molloy also performed a thorough assessment of the needs and opportunities for expansion of a geriatric/gerontology program at Marshall University to serve the community in the region. He serves as professor and chair of Clinical Gerontology & Rehabilitation at University College Cork, Ireland, and consultant geriatrician, professor emeritus and chair at McMaster University, Ontario.

MARSHALL HEALTH NETWORK: Integration Update

Since the public launch of Marshall Health Network on October 17, Marshall Health has established itself as the academic health system's integrated group practice.

Accomplishments

- Established transition team to oversee integration
- Identified a new Board of Directors with representation across system
- Onboarded 8 physicians into faculty and leadership roles as divisional chiefs and board members
- Welcomed all Marshall Health Network physicians into the integrated group practice

SHOWCASING RESEARCH



More than 100 undergraduate and graduate students in medical, pharmacy, nursing and other health profession programs as well as postdoctoral trainees in medicine, biomedical sciences and clinical and translational sciences participated in Marshall University's 35th Annual Health Sciences Research Day, hosted by the School of Medicine, on November 10. Winners were selected for outstanding oral and poster presentations in 10 different categories.

Lisa Cassis, PhD, vice president of research at University of Kentucky, delivered the keynote address for the one-day symposium.



BOARD OF GOVERNORS

December 13, 2023



Christian Spears
Director of Athletics

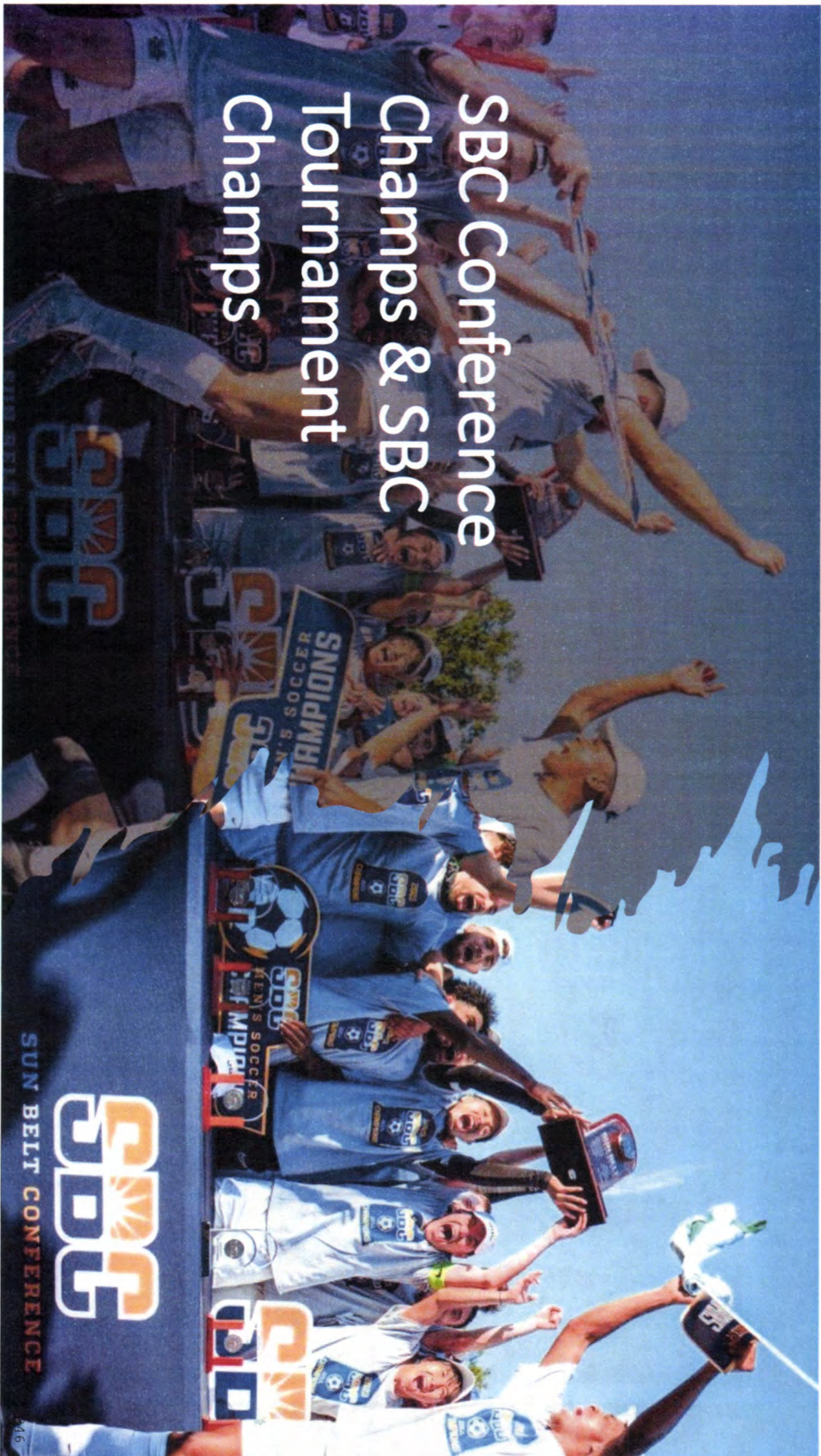
Debra Boughton
Executive Associate AD, Championship
Planning and Resources



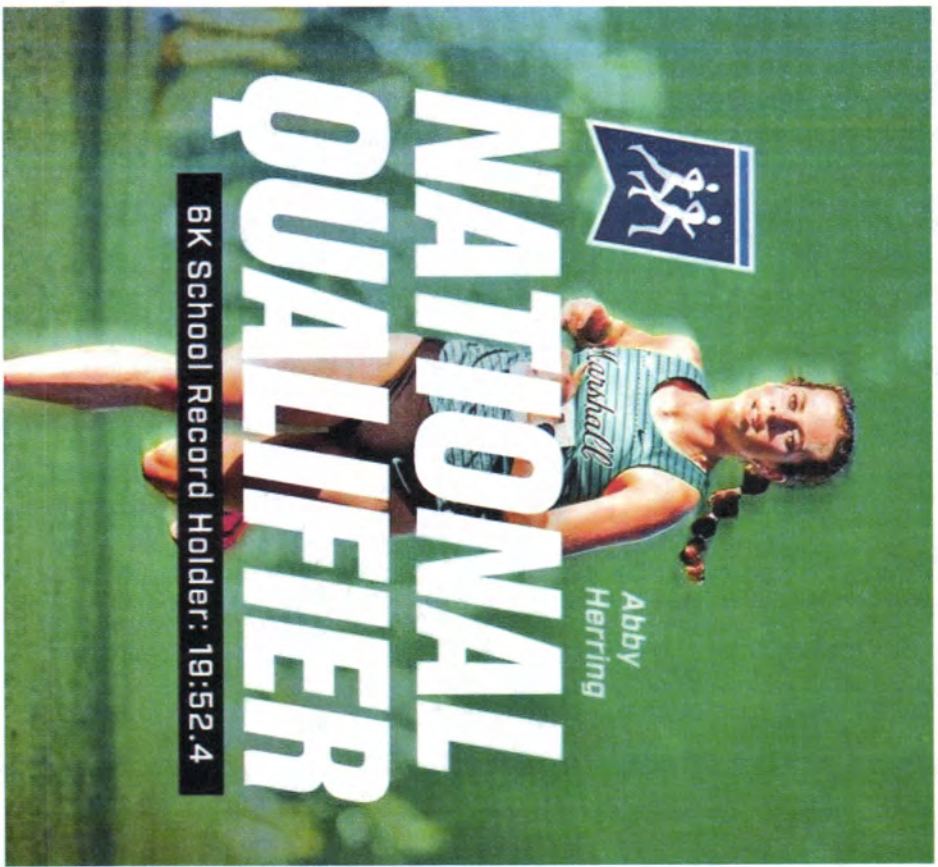
NCAA National Issues: Project D1

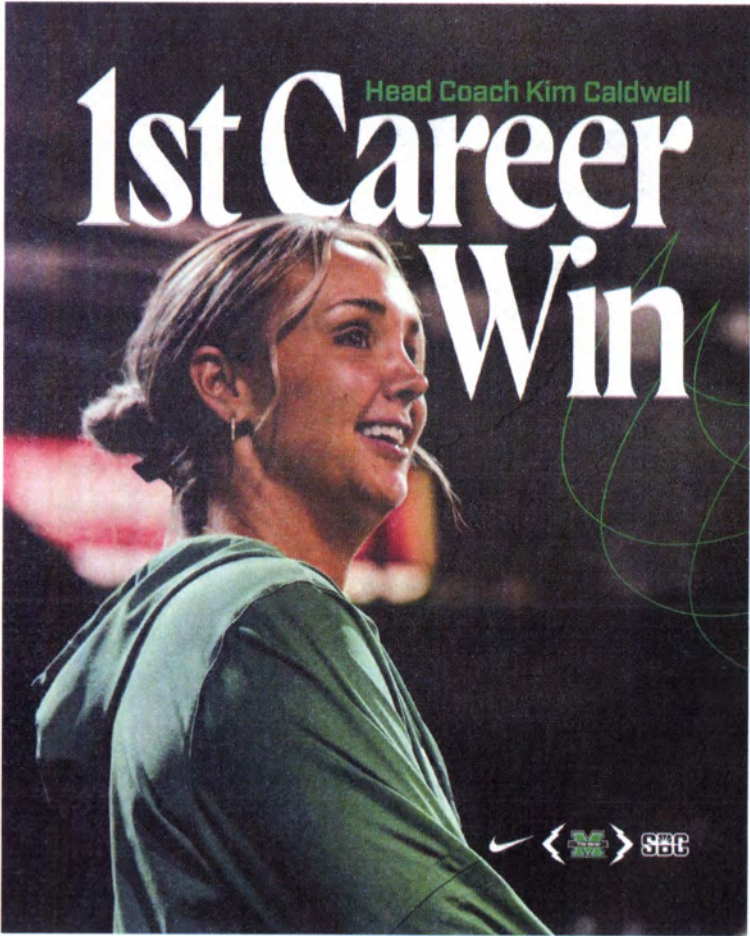


SBC Conference Champs & SBC Tournament Champs



SBC
SUN BELT CONFERENCE





THE HERD Wins!



79

THE HERD

74

Chattanooga

THE HERD Wins!



91
THE HERD

88
GATORS

1st P5 Win since '07

Dec 2, 2023
Marshall 91
Florida 88
W. Carol. Basketball Center
Huntsville, VA

Dec 28, 2007
Marshall 77
Missouri 72
B. J. Linnick Center
Charlottesville, VA



BUDGET UPDATE



BUDGET UPDATE



- Bowl Game Estimates
- Incentives Insurance Update
- Structure Changes
- FY 24 revenue and expenses overview





BOARD OF GOVERNORS

Christian Spears
Director of Athletics

Debra Boughton
Executive Associate AD, Championship
Planning and Resources



FACILITIES AND OPERATIONS PROJECT UPDATES

Byrd Biotech Cage Washer

Vendor: WB Fosson

Estimated Expense: \$589,000
Amount paid/ encumbered to date: \$0
Percent of project completed: 85%
Target date of completion: Fall '23

Drinko Library and Science Building Cooling Tower Replacement

Vendor: DSO Mechanical

Estimated Expense: \$978,130
Amount paid/ encumbered to date: \$448,221
Percent of project completed: 51%
Target date of completion: Summer '24
Note: Drinko Library replacement working with minor repairs remaining;
Science building will begin late Fall '23

MU Health Chiller

Vendor: General Heating and Air

Estimated Expense of Project: \$350,000
Amount paid/ encumbered to date: \$0
Percent of project completed: 0%
Target date of completion: Summer '24
Note: Install will begin January '24

Prichard Hall Elevator Replacement

Vendor: TKE

Estimated Expense of Project: \$112,000
Amount paid/ encumbered to date: \$0
Percent of project completed: 0%
Target date of completion: TBD, waiting on materials

Rural Health – Chapmanville (Marshall Health)

Vendor: Edward Tucker Architects

Estimated Expense of Project: TBD
Amount paid/ encumbered to date: \$0
Percent of project completed: 0
Target date of completion: TBD
Note: Design Development Phase

Shock and Awe A/E Services

Vendor: ZMM and Pickering

Estimated Expense of Project: 8% of construction/equipment expenses
Amount paid/ encumbered to date: \$0
Percent of project completed: 0%
Target date of completion: TBD
Note: Shock and Awe projects submitted to Deferred Maintenance Grant
Application portal in WVOasis

Smith Hall Single Elevator Replacement

Vendor: TKE

Estimated Expense of Project: \$266,729
Amount paid/ encumbered to date: \$0
Percent of project completed: 0%
Target date of completion: TBD, waiting on materials

Strayer Building (Marshall Health)

Vendor: Thrasher Engineering

Estimated Expense of Project: \$4,000,000
Amount paid/ encumbered to date: \$0
Percent of project completed: 0%
Target date of completion: TBD
Note: Design Development Phase



9.29.23 SHOCK AND AWE SUBMISSION TO STATE'S DEFERRED MAINTENANCE GRANT APPLICATION (DMGA)

Priority	Project Name	Projected Timeline	Original Budget	New Requested Budget	Project Status
1	Electrical Sys Upgrades-Emergency Generators/Safety- Phase I	September 2023 to August 2024	\$687,420	\$687,420	
	Emergency Generators/Safety- Phase I-Public Safety				
	Emergency Generators/Safety- Phase I-Drinko Library				
	Emergency Generators/Safety- Phase I-Prichard Hall				
2	Campus Buildings Fire Alarm System Upgrades	September 2023 to August 2024	\$362,500	\$362,500	
3	Elevator Modernization	January 2024 to April 2025	\$1,450,000	\$1,450,000	
	Elevator Modernization-Corby Hall				
	Elevator Modernization-Harris Hall				
4	Smith Hall Chiller Replacement	September 2023 to June 2024	\$2,348,000	\$2,348,000	
	Drinko Library Chiller Replacement	September 2023 to June 2024	\$1,566,000	\$1,566,000	
5	Laidley Hall Demolition	September 2023 to October 2023	\$507,500	\$507,500	
6	Wayfinding	September 2023 to December 2024	\$1,050,000	\$0	Not approved in first round from HEPC
7	Henderson Center E Level Sanitary Pipe Replacement	September 2023 to July 2024	\$540,000	\$540,000	
8	South Charleston Roof Replacement (Both Buildings)	September 2023 to June 2024	\$702,000	\$702,000	
	South Charleston Roof Replacement-Academic				
	South Charleston Roof Replacement-Administration				
9	Fine Arts Renovations	October 2023 to October 2024	\$1,566,000	\$1,566,000	
10	Monroe Library ADA Upgrades	October 2023 to October 2024	\$1,213,704	\$1,213,704	
11	Smith Hall Classroom Locks	September 2023 to January 2024	\$100,000	\$100,000	
	Fine Arts Locks	September 2023 to January 2024	\$200,000	\$200,000	
12	Erma Ora Byrd Floor Renovations	November 2023 to March 2024	\$375,000	\$375,000	
13	Smith Hall Concrete Work (Exterior ADA Ramp)	May 2024 to July 2024	\$100,000	\$100,000	
	Henderson Center Concrete Work	May 2024 to July 2024	\$150,000	\$150,000	
14	Holberty Hall Demolition	May 2024 to September 2024	\$1,687,500	\$1,687,500	
15	Removal Student Center Restroom Repairs & Renovations	September 2023 to November 2024	\$280,000	\$280,000	Reduced by \$200,000
16	Stairwell Improvements Phase I	May 2024 to June 2025	\$1,512,000	\$1,512,000	
17	WRI Building HVAC Replacement	January 2024 to November 2024	\$610,000	\$378,000	Updated to reflect R3 submission
18	Locker Room Renovation-Cross Country M/W GAITennis	September 2023 to March 2024	\$783,000	\$0	Not approved in first round from HEPC
19	Classrooms Repair/Renewal Campus-wide Phase I	January 2024 to June 2025	\$1,000,000	\$800,000	Reduced by \$200,000
	Restrooms Repair/Renewal Campus-wide Phase I	January 2024 to June 2025	\$1,000,000	\$800,000	Reduced by \$200,000
20	Investment Information Technology	October 2023 to August 2024	\$700,000	\$0	Not approved in first round from HEPC
21	Memorial Student Center Entrance Doors	March 2024 to August 2024	\$106,000	\$0	Reduced to 0
22	Henderson Center/Gullickson Hall HVAC	September 2023 to April 2025	\$3,780,000	\$0	Not approved in first round from HEPC
23	Old Main Structure Repairs - Phase I	September 2023 to September 2024	\$1,080,000	\$1,080,000	
24	Science Building Air Handler Units	January 2024 to December 2024	\$1,260,630	\$1,260,630	
25	Erma Ora Byrd Clinical Center Roof Replacement	March 2024 to October 2024	\$1,100,690	\$0	Reduced to 0
	Drinko Library Roof Replacement	March 2024 to October 2024	\$1,738,260	\$1,738,260	
	Science Building Roof Replacement	March 2024 to October 2024	\$1,796,202	\$0	Reduced to 0
Totals			\$31,785,614	\$21,485,516	

Removed during first-round review by HEPC
 Reinstated or reduced by Marshall to meet 9.27.23 target



MU Internal Audit BOG Informational Report December 13, 2023

1 ACTIVITY SINCE THE LAST MEETING

- A. Advisory Services – Consulting on updating of the Fringe Benefit Rate Proposal package, consulting on segregation of duties in tuition deposit processing.
- B. Audit Projects – Follow-up and update of Whistleblower report issued December 2022.
- C. Internal Audit Charter – Minor revisions and informational presentation.
- D. Other – Miscellaneous tax and accounting research, Renewal of Whistleblower Hotline administrator contract.

2 ACTIVITIES PLANNED BEFORE THE NEXT MEETING

- A. Monitoring of Whistleblower Hotline.
- B. Adhere to planned activities in the approved Audit Plan and Continued Monitoring of other Institutional Activities.
- C. Other Audit and Consulting projects as requested.

3 PROFESSIONAL DEVELOPMENT ACTIVITIES

- A. ACUA – How to Audit Cyber Incident Response.

MARSHALL UNIVERSITY INTERNAL AUDIT CHARTER

PURPOSE AND SCOPE

Internal Auditing is an independent and objective assurance and consulting activity that is guided by a philosophy of adding value to improve the operations of Marshall University. It assists the University in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the organization's risk management, control, and governance processes so that:

- University assets are safeguarded;
- Information is accurate and reliable;
- University policies and procedures and external laws and regulations are followed;
- Resources are used efficiently and economically;
- Operations and programs are being carried out as planned and results are consistent with the University's objectives.

ROLE AND ORGANIZATION

The Department of Internal Audit is established by the Board of Governors, and its responsibilities are defined by the Finance, Audit, and Facilities Planning Committee (Audit Committee) of the Board of Governors as part of their oversight function.

The Director of Audits shall report functionally to the Chair of the Audit Committee of the Board of Governors and administratively through the Senior Vice President of Finance with unrestricted access to the President of the University.

AUTHORITY AND RESPONSIBILITY

Internal Audit is granted full, free, and unrestricted access to any and all of the University's records, physical properties, and personnel relevant to any function under review. All employees are requested to assist Internal Audit in fulfilling their assigned function. Internal Audit shall also have free and unrestricted access to the Chair of the Board of Governors and the members of the Audit Committee of the Board of Governors.

Documents and information given to Internal Audit during a periodic review will be handled in the same prudent and confidential manner as by those employees normally accountable for them.

In fulfilling its purpose, Internal Audit shall have the responsibility to:

- Develop a flexible annual audit plan using an appropriate risk-based methodology.
- Submit the annual audit plan to the Board of Governors' Audit Committee Chairperson for their input and approval.
- Plan and perform audits and reviews as noted on the audit schedule.
- Perform special administrative requests, special projects, investigations and consulting services as requested by management and deemed high risk by the Director of Audits.

- Make recommendations for improvements to the systems of risk management, internal control and governance processes.
- Report the results of audit projects to the appropriate members of management and the Audit Committee.
- Provide periodic oral and/or written reports of audit activities to the Audit Committee.
- Work with the external auditors and other agencies to seek to avoid redundancies in audit effort.
- Maintain appropriate professional development to ensure the staff has the skills and abilities to perform audit assignments.
- Keep the Audit Committee and management aware of emerging trends regarding internal controls, risk management, governance and internal auditing.
- Comply with the Code of Ethics as issued by the Association of College & University Auditors.
- Remain independent and free of influence from any element in the organization, including matters of audit selection, scope, procedures, frequency, timing, or report content to permit maintenance of an independent and objective mental attitude necessary in rendering reports.
- Avoid direct operational responsibility or authority over any of the activities Internal Audit reviews.
- Avoid involvement in the development or installation of systems or procedures, preparation of records, or engagement in any activity which would normally be audited.

Approved by the Marshall University Board of Governors

Original Date: December 19, 2006

Original Agenda Pages: 49 and 50.

Reviewed by the Marshall University Board of Governors

Date: December 13, 2023.

Agenda Pages: ___ and ___.