

## Marshall University Classified Staff Council Minutes

### January 15<sup>th</sup>, 2026 Meeting via Microsoft Teams

**Members Present:** Jesse Baldwin, Nina Barrett, Lacie Bittinger, Mark Brumfield, David Childers, Dean Crawford, Tiffani Daniels, Mary Layne, Becky Lusher, Nick Martin, Nathan Miller, Larry Morris, Carleen O'Neill, Heather Smith, Nancy Tresch-Reneau,

**Members Absent:**

**Members Absent (Excused):**

**Guests:** Attached

Chair Lacie Bittinger called the meeting to order.

### **John Marshall Service Awards**

- Bruce announced that each of the following employees was awarded the John Marshall Service Award for various outstanding services to the University:
  - **Andrea Adkins**
  - **Eduard Likhmanov**
- If you know of an employee who goes above and beyond in their job, please let us know by submitting a nomination for them here: <https://www.marshall.edu/human-resources/john-marshall-service-award/>. (Please be sure to be very detailed in your submission).

### **President Brad Smith**

- President Smith reflected on the challenges of 2025.
- He emphasized that despite adversity, Marshall continues to show resilience through:
  - Strong strategic clarity
  - Team-oriented culture (“the power of we”)
  - Ability to adapt rapidly
- He reiterated a guiding principle: *“We don’t get to choose the adversity we face, but we choose how we face it and who we face it with.”*
- President Smith highlighted two best practices during uncertain periods:
  - Leaders communicate when they have questions—not only when they have answers.
    - Encourages transparency, trust, and shared ownership.
  - Increase communication frequency to three times the normal cadence.
    - Prevents information gaps and keeps campus aligned.
- **Employee Communications**
  - **Monthly “State of the University” updates**
    - A blend of video and newsletter (“Uncle Brad’s update”)
    - Summaries of key developments from the prior 30 days
  - **Spring Listening Tour**
    - More than 30 sessions scheduled before Commencement
    - Three key questions will guide discussions:
      - What is going well and inspires confidence?

- What is not progressing fast enough or remains unaddressed?
    - What concern do you have that no one has yet been willing to surface?
  - **Representation Responsibilities**
    - Council members (classified & non-classified staff) are expected to share administrative updates with their constituents.
    - Lacey and Brian will provide AI-generated meeting summaries to assist with campus-wide dissemination.
- **Student Success**
  - **Enrollment Momentum**
    - Marshall University’s enrollment continues to buck national trends.
    - This follows a 22% enrollment increase over the past three years, reversing a 13-year decline.

Fall 2026 Enrollment	National Growth	Marshall Growth
Total Enrollment	+1%	+7.5%
Undergraduate	+1.2%	+8.8%
Graduate	-0.3%	+3.5%
Freshman Class	+1.9%	+5.5%

- **Retention**
    - Freshman-to-sophomore retention increased to 76.3% (up from 72.1%).
    - Acknowledgment to advising, counseling, and student support teams for their contributions.
- **Government Relations**
  - **Meetings & Legislative Focus**
    - President Smith attended the Governor’s State of the State and held 11 meetings with:
      - Senate President
      - Speaker of the House
      - WVU leadership
      - Finance Committee chairs
  - **Legislative Priorities**
    - The state is emphasizing:
      - Economic development
      - Education
      - Other topics under discussion include income tax changes and social policy bills.
  - **Governor Proposed Budget Overview**
    - 2% budget reduction proposed
    - 3% pay increase recommended (not fully realized for all due to state employee averaging formulas)
    - PEIA support included

- Performance-based funding reinforced (increases funding when enrollment grows)
- Overall outlook: slightly more favorable than anticipated, though final decisions will emerge over the next six weeks.
- **University Budget Planning**
  - Marshall is preparing for two scenarios:
    - A 2% budget cut
    - A flat budget
    - Performance funding may produce a net gain.
- **University's Legislative Requests**
  - **Foundational Requests**
    - Pay increases & PEIA relief
    - Continued support for performance-based funding
    - Deferred maintenance support for aging campus facilities
  - **Additional "If funds allow" Requests**
    - Renovation of the 1948 science building (unsafe temperatures, outdated labs)
    - School of Medicine building
      - Marshall is the *only* U.S. medical school without its own facility
      - Federal funds and private donations already secured
    - Funding for the West Virginia Grant Resource Center
      - Joint initiative with WVU
      - \$1.5M over three years has generated \$53M in grants
- **Q:** Will the 30 day updates be the same thing shared in Staff Council meetings?
  - **A:** Yes, most likely.

## **Interim Provost Dr. Bookwalter – Academic Affairs**

- **Budget Preparation**
  - All university units — service, support, and revenue-generating — are preparing:
    - A 5% "safe to serve" reduction plan for next year
    - A contingency plan for a 2% budget reduction in overall expenditures
  - These reductions are not confirmed but must be planned for in the event they are needed.
- **Departmental Impact Statements**
  - The CFO has directed all unit leaders to submit impact statements describing:
    - Specific cuts already made this year (and last year where relevant)
    - How these cuts affect unit operations
  - Purpose: To help the Budget Advisory and Budget Executive Committees understand consequences and protect core student- and mission-critical functions.
- **Budget Philosophy**
  - Dr. Bookwalter acknowledged concerns across campus about financial tightness.
  - He emphasized: tight budgets are necessary to achieve a balanced budget and continued operational stability.
- **Communication Expectations & Two-Way Engagement**

- Representatives on councils and committees are responsible for gathering input from their constituents and sharing updates back out.
- The goal is to maintain continuous two-way communication across all corners of the campus.
- **Spring 2026 Enrollment**
  - **Total spring enrollment:** 11,724 students
    - **Up over 11.5%** from Spring 2025
- **Retention**
  - Fall-to-Spring retention is down slightly (~2%) compared to last year.
  - Despite this, overall student numbers are higher.
- **Undergraduate & Graduate Trends**
  - Undergraduate enrollment: up 16%
  - Graduate enrollment: flat
- **High School / Dual Enrollment**
  - High school enrollments are up 100% from last spring.
  - Over the past three years, dual-credit participation has grown 150%+.
  - Increased pipeline of high-achieving high school students entering Marshall's online and dual-credit programs.
- **Fall 2026 Funnel**
  - Applications: up ~15%
  - Admissions: up 48%
  - Intent to enroll: up 13.4%
- **Digital Compliance Deadline**
  - Marshall must reach 100% digital accessibility compliance by April 24.
  - Requirements apply to:
    - Syllabi
    - Blackboard content
    - University websites
    - Catalog information
    - Public-facing documents (PDFs, videos, etc.)
- **Training & Tools**
  - Online Education and IT have partnered to support the compliance initiative.
  - Units have received:
    - Training materials
    - One-page guides
    - Tools to test accessibility compliance
    - Instructions on captioning videos and remediating PDFs
- **HLC Accreditation Visit (Higher Learning Commission) – Dr. Bookwalter provided a detailed overview of Marshall's upcoming HLC review.**
  - **Assurance Argument**
    - A team has worked for three years to prepare the university's Assurance Argument.
    - The theme: Marshall's mission guides all institutional activity.
  - **Mission Highlights**
    - Provide high quality, affordable, accessible educational programs.

- Foster understanding and appreciation for diverse thought and culture.
- Support research, scholarship, and creative activity.
- Contribute to the economic, cultural, and health-related well-being of the community.
- Maintain an inclusive, just, equitable campus environment.
- **Accreditation Criteria**
  - HLC will evaluate Marshall on:
    - Mission alignment
    - Integrity & policy adherence
    - Teaching quality & continuous improvement
    - Institutional sustainability & resource allocation
- **HLC Campus Visit**
  - **Dates:** February 26–27
  - Team will meet with:
    - Board of Governors
    - Deans
    - Chairs
    - Committees
    - Staff representatives
  - **Open Sessions for All Employees**
    - Monday, Feb. 26 — 3:00–3:45 PM (Drinko 349)
    - Tuesday, Feb. 27 — 11:00–12:00 PM (Drinko 349)
    - Community members are encouraged to attend and speak about:
      - Their work
      - Their commitment to the mission
      - The student experience
      - How the university continuously improves
- **Procurement Challenges** – Dr. Bookwalter addressed widespread concerns about the university’s procurement process:
  - **Issues Reported**
    - Marketplace does not always offer vendors suitable for specialized needs (e.g., scientific equipment).
    - New procurement regulations are causing:
      - Delays in payments
      - Longer processing times
      - Frustration across academic and administrative units
  - **Planned Actions**
    - An action learning team is being formed to study:
      - Pain points in the procurement workflow
      - Opportunities for smoother operation
      - Ways to support employees in navigating new rules
      - Vendor and Marketplace gaps
- **Q:** What is the university's approach to addressing the shift of some degrees (such as Nursing, Social Work, and Physical Therapy) to being considered "non-professional" by the federal Board of Education and therefore not eligible for as much federal student aid or Grad PLUS loans?

- **A:** We have been checking with Financial Aid on the ruling. None of our nursing programs were considered professional, ie, doctoral right now. How financial aid manages the PT cohorts and how they start "off cycle" financial aid does not think it will affect them. The loss of grad plus across the board will affect everyone who used that to get a loan. The loss of grad plus and the new max loan caps will directly affect our med students. MOST med students borrow \$200K+ overall since they can borrow up to cost of attendance, and \$200K is the new max federal loan amount. This will force them to borrow up to the \$200K federally but then the rest from private lenders. Elimination of Graduate PLUS and reduced loan limits will only impact new borrowers after July 1, 2026.

## **Matt Tidd – CFO**

Matt Tidd provided an update on the work of the Procurement Action Learning Team, formed in mid- to late October and active for approximately 6–8 weeks leading up to the holiday break. The team was created to address widespread concerns about the university's procurement and purchasing processes.

- **Formation & Structure of the Action Learning Team**
  - **Team Composition**
    - Approx. 15 members, including:
      - Heavy procurement users
      - Accounts payable staff
      - Legal representatives
      - State-interaction staff
      - Individuals with operational and purchasing expertise
  - **Process & Leadership**
    - Reported regularly to a steering committee led by President Brad Smith
    - Held twice-weekly 30-minute meetings
    - Partnered with Marshall Advanced Manufacturing
      - Provided Six Sigma / Lean Concepts expertise
      - Developed a value stream map of the entire procurement flow
    - Conducted multiple small-group deep-dives into pain points and process breakdowns
    - Began evaluating technology tracking solutions to modernize procurement workflows
- **Key Themes & Pain Points Identified**
  - Legal negotiation delays, especially involving the WV-96 form required by the State of West Virginia
  - Extended back-and-forth with state agencies (Auditor, Attorney General)
  - Long lag times in the pre-requisition stage
  - Miscommunication or incomplete documentation before requests ever reach Procurement
  - Need for clearer guidance on:
    - P-card usage
    - Cooperatives and strategic purchasing
    - Documentation required before submitting a requisition

- When to involve Procurement personnel
  - Lack of transparency and tracking across the entire purchasing lifecycle
  - Vendor limitations within Marshall Marketplace
- **Outputs of the Action Learning Team**
  - **Value Stream Map**
    - End-to-end mapping of the procurement lifecycle:
    - From initial vendor conversations → to requisition → to legal/state approval → to payment
    - Will be continually updated as new process enhancements roll out
    - Enables KPI tracking and identification of bottlenecks
  - **Customer Roadmap**
    - A step-by-step guide designed for someone with no prior procurement experience, outlining:
      - What to do
      - Who to contact
      - Necessary documentation
      - Decision points in the process
    - Helps reduce confusion and prevent early-stage delays
  - **Benchmarking Against Other Universities**
    - Through CIO Jody Penrod's network, the team compared procurement operations with peer institutions.
    - A major finding:
      - Other universities' contracts flow primarily through internal legal counsel.
      - Marshall must process contracts through both internal legal and the State AG's Office, creating delays.
    - Early discussions opened about possible flexibility or modernization similar to WVU or other peers.
- **Short-Term Goals (In Progress)**
  - **Full Procurement Training Program (Campus-Wide)**
    - Will follow patterns established in current InfoSec and mandatory training modules
    - Will include branded, narrated, visual training covering:
      - Marshall Marketplace usage
      - P-Card usage (when/why/how)
      - Pre-requisition requirements
      - Strategic purchasing (cooperatives, state laws, WV-96, etc.)
      - Required state documentation
      - Clear expectations for purchasers
    - Target for completion: within the next few months
    - Interim support
      - If training is needed before rollout:
        - Contact Melanie Gallaher (Marketplace)
        - Contact Michelle Wheeler (Procurement)
      - They can provide immediate unit-level training.

- **Single Point of Entry for All Procurement Needs**
  - A new Salesforce-based intake form is being created
  - Will function similarly to an IT ticket request
  - Captures:
    - Purchasing questions
    - Legal requests
    - Budget validations
    - Payment tracking
    - RFP-related inquiries
  - Ensures correct routing, consistent communication, and reduced email confusion
- **Full Procurement Tracking System**
  - Integrates with the single point of entry
  - Allows requestors to see:
    - Status updates
    - Location in the workflow
    - Legal review progress
    - State auditor status
    - Procurement touchpoints
  - Adds transparency and reduces “Where is my request?” inquiries
  - Expected rollout: targeted for summer, following training
- **Medium- and Long-Term Goals**
  - Continued evaluation of technology solutions
  - Expanded KPI reporting
  - Refining value stream maps as processes evolve
  - Possible future negotiations regarding:
    - Internal legal authority
    - Streamlined state oversight
    - Vendor access improvements
- **Feedback Integration & Next Steps**
  - The action learning team is directly responding to:
    - Employee engagement survey data
    - Campus complaints and feedback
    - Personal observations and conversations
  - The goal is continuous improvement, not one-time fixes
  - Rollout of training, Salesforce systems, and new processes will likely occur across the next few months, with full training by summer

## Achieving Ideal State

**Short Term Goal:** Deliver mandatory education and training to all users to strengthen their understanding of strategic procurement practices at Marshall University.

**Action:** Implement Mandatory Training for Any Faculty/Staff Buying Goods & Services (in process)

- Purchasing Overview Training (Mandatory of Department Managers and Business Managers)
  - Overview of Purchasing Handbook
  - Using Marshall Marketplace to purchase catalog items
  - When to use a Pcard and when not to use a Pcard
- Department Buyer Training
  - Pre-requisite - Purchasing Overview training
  - How to prepare for a non-catalog purchase in Marshall Marketplace
- Strategic Purchasing Training (required for all Cabinet members and Business Managers)
  - Explanation of the WV-96 and West Virginia purchasing laws
  - Benefits of using cooperatives

**Timeline:** Feb-March 2026

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## Achieving Ideal State

**Short Term Goal:** Require a Single Point of Entry for Non-Catalog Orders & Retire purchasing@marshall.edu e-mail (in process)

**Action:** Establish procurement form that captures what a buyer wants to accomplish and collects information upfront

- No requests will be accepted outside the form process
- Retire the [purchasing@marshall.edu](mailto:purchasing@marshall.edu) e-mail
- Procurement form will flow into tracking system (see next slide)

**Timeline:** Feb-March 2026

## Achieving Ideal State

**Short Term Goal:** Create and Enable Process Transparency using a Tracking System

**Action:** Collaborate with MUIT to build and implement Procurement Services Case Management using Salesforce

- Transparency of Procurement Cases through MyMU
- Streamlined workflow between Procurement & Legal Teams
- Enhanced ability to report and track KPIs/metrics

**Timeline:** Feb-March 2026

### Bruce Felder – Human Resources

- **W-2 Tax Forms**
  - W-2s will be released at the end of January.
  - Employees who have moved must ensure their address is updated.
  - Most employees can download their W-2 via MyMU → MyPay.
  - Former employees (or those without MyMU access) must contact HR to ensure their mailing address is corrected in advance.
- **Governor’s Proclamations (Winter Break)**
  - Governor Justice issued two proclamations over winter break granting additional holiday time.
  - Marshall observed:
    - 1 day on January 2 (resulting in employees returning January 5)
    - 1.5 additional days added to Spring Break 2026
  - Adjusted Spring Break observation:
    - Operations cease Wednesday, March 19 at noon
    - Campus reopens Monday, March 23 at 8:00 AM
- **Total Rewards Statements**
  - Total Rewards statements became available in November–December.
  - For FY26:
    - Employees will receive an email to opt in/out of a hard-copy version.
    - Hard copies will still be distributed, but employees may choose whether to receive one.
- **HR Refocus Areas for FY26**
  - Bruce noted that approximately 50% of his time in FY26 will be concentrated on:
    - Compensation
    - Performance Management
  - **Compensation Initiatives**
    - **Compensation Training**
      - Compensation 102 (required for supervisors) is now live.
        - Supervisors must sign up on the HR website.
      - Compensation 101 will still run occasionally, but in smaller numbers.
      - General employee compensation training will be available after Spring Break, likely late March or early April.
        - Will explain the salary matrix and distribution of performance-based raises.

- **Performance Management Initiatives**
  - **Training & Development**
    - Last year, a consultant delivered “Deep Dive 1” and “Deep Dive 2” performance management sessions for supervisors.
    - Sessions are recorded and available on the HR website.
    - Beginning February, Bruce Felder and Kelly Marcum (Assistant Director for Employee Relations) will launch additional performance management training for all employees.
  - **Performance Management Philosophy**
    - Performance management is an ongoing, structured check-in process between supervisors and employees.
    - Should include:
      - Shared goals
      - Continuous feedback
      - Skill development
      - Professional growth
      - Support & resource planning
- **Monthly Check-In Framework**
  - **People** – Personal connection; check in on life and wellbeing
  - **Problems/Projects** – Barriers, challenges, project updates
  - **Possibilities** – Opportunities for growth, development, and future potential
    - The goal is to help employees become “a stronger, more effective version of themselves” while also advancing unit-level and university-wide mission priorities.

## **Dr. Jodie Penrod – Information Technology**

- **Weekly Update Deployment (“Patch Tuesday”)**
  - **Overview**
    - MUIT will begin implementing a regular update schedule on Tuesdays.
    - This initiative has completed shared governance review and will soon be fully rolled out.
  - **Purpose**
    - Ensure all managed university devices stay current with software and security updates.
    - Improve:
      - Device performance
      - Network reliability
      - User Wi-Fi experience
  - **How It Works**
    - Updates will be pushed automatically when:
      - The device is powered on
      - Connected to the university network
    - Users can snooze updates a few times to avoid interruptions, after which updates will install automatically.

- MUIT will stagger updates across different Tuesdays, rather than updating the entire university at once, to prevent:
  - System overload
  - Excessive Service Desk calls
- **New Equipment Lending Policy**
  - **Status**
    - The equipment lending policy has passed shared governance review.
    - It is now published on the university policy website as ITP-8.
  - **Purpose of the Policy**
    - Clarifies how MUIT lends technology to:
      - Students
      - Staff
      - Faculty
    - Establishes:
      - Clear expectations for device return
      - Avoidance of late fees or penalties
      - Guidelines for responsible equipment management
- **Wi-Fi Infrastructure Upgrade**
  - **Major Infrastructure Improvement**
    - MUIT is beginning the installation of entirely new wireless access points across campus during the Spring 2026 semester.
    - This is a significant upgrade because:
      - Current access points are 8–9 years old, beyond normal lifecycle standards.
      - Many existing units are out-of-date and underperforming.
  - **Expected Impact**
    - Vastly improved Wi-Fi performance
    - More stable connections
    - Better support for the increasing number of wireless devices
    - Stronger overall student and classroom technology experience
- **Windows 10 Decommissioning & Compliance**
  - **Background**
    - Microsoft ended support for Windows 10 on December 31, 2025.
    - MUIT initially quarantined Windows 10 devices from the network for security reasons.
  - **Temporary Adjustment**
    - Some older labs and computer classrooms still rely on Windows 10 hardware.
    - Due to these circumstances, MUIT:
      - Lifted the quarantine temporarily
      - Is working with affected units to determine next steps
  - **Next Steps for Users**
    - If you still have a Windows 10 device:
      - Contact the Service Desk
      - Work with MUIT to either:
        - Return the device, or

- Secure an extended support license
- Remaining on Windows 10 is not compliant, so remediation steps must be taken promptly.

## **Charlotte Weber – Government Relations**

- **2026 Legislative Session**
  - The West Virginia Legislature has officially gavelled in for the 2026 session.
  - Prior to the session's formal start, the Legislature held Interim Committee Meetings.
- **Marshall's Participation in Interim Presentations**
  - Marshall University delivered three presentations during the interim period in Charleston:
    - **Nuclear Energy Committee Presentation**
      - Focus: Energy innovation and related research opportunities.
    - **Workforce / Education Committee Presentation**
      - Delivered by the June Harless Center team.
      - Well received by legislators.
    - **West Virginia Grant Resource Center Presentation**
      - Presented by Sarah Payne Scarborough (Marshall) and Liz Vitulo (WVU)
      - Part of the Universities United program
      - Highlighted the statewide impact and strong return on investment of the Grant Center's work.
- **Meetings in Charleston & State of the State**
  - Charlotte reiterated that the Marshall delegation held numerous meetings in Charleston the previous day alongside President Smith.
  - Following those meetings, the team attended the Governor's State of the State Address.
  - She noted that the meetings were productive and well received.
- **Ongoing Government Relations Presence**
  - **GR Team Engagement**
    - Marshall's Government Relations team will maintain an active presence in Charleston throughout the entire legislative session.
    - Employees with questions or concerns are encouraged to contact the government relations office at any time.
- **Budget and Legislative Process**
  - Charlotte emphasized an important reminder:
    - The governor's budget presented the previous night is only the beginning of the legislative process.
    - The Legislature will now begin reviewing, debating, and potentially revising the budget.
    - Changes are expected as the session progresses.
    - She encouraged patience and awareness as the process unfolds, reiterating that the current proposals are preliminary.
- **Government Relations Communications & Newsletter**
  - **Capitol Column Newsletter**
    - Marshall's Capitol Column newsletter will resume next week.

- It will include:
  - Bill tracking
  - Higher education impacts
  - Legislative updates
  - Analysis relevant to Marshall University

## **Dr. Mark Zanter – College of Arts and Media**

- Marshall University received an **NEA (National Endowment for the Arts) grant** to create a large-scale mural on campus for the **west side of Smith Music Hall**.
- Pre-production planning began in **2023**.
- Grant notification occurred in **July 2024**.
- Funds were formally released in **November 2024**, enabling project advancement.

### **Artist Selection**

- The project features artist **Nicole Westfall**, the **2024 Governor’s Artist of the Year**.
- Westfall is known across West Virginia for her vibrant, community-centered murals.
- Her work often incorporates diverse perspectives and input from multiple constituencies, which influenced her selection by Marshall’s Gallery Committee.

### **Campus & Community Feedback Process**

- **Current Stage: Comment Period**
  - The project is currently in the **campus comment period**, seeking input from:
    - Staff
    - Students
    - Faculty
  - A separate **community comment period** was conducted during December 2025.
- **How to Participate**
  - Feedback may be submitted through the dedicated webpage: [www.marshall.edu/mural](http://www.marshall.edu/mural)
  - **Feedback Prompts**
    - Participants are asked to provide input on:
      - Historical themes or parts of Marshall’s story to be included
      - Desired artistic style (joyful, clean, historic, figurative, abstract, etc.)
      - Emotional tone the mural should convey
      - Personal stories or memories of Marshall
      - The meaning of “**Marshall for All**”
    - Submitted text may be incorporated **directly or symbolically** into the mural.
    - The mural will be created on **mural cloth mounted to aluminum panels**, and **community text will be inscribed onto the cloth**, forming part of the visual and conceptual foundation.
- **Project Timeline**
  - **Comment Period:** Currently active
  - **Design Period:** Will begin after feedback is collected and reviewed
  - **Production Period:** Expected in **late spring or early summer 2026**

- **Installation:** Panels will be attached to the west exterior wall of Smith Music Hall

## **Minutes**

- The December 28<sup>th</sup>, 2025 minutes were approved as written.

## **Classified Staff Council Committees**

- **Elections/Communications Committee – Nina Barrett**
  - There will be a special election on February 5<sup>th</sup> – 10<sup>th</sup> to elect representatives for the following positions:
    - EEO 10 – 1 Vacancy
    - EEO 30 – 2 Vacancies
    - EEO 40 – 3 Vacancies
    - EEO 50 – 5 Vacancies
    - EEO 60/70 – 2 Vacancies
- **Legislative Committee – Larry Morris**
  - The committee plans to attend Marshall Day at the Capitol on February 3<sup>rd</sup>.
- **Personnel/Finance Committee – Becky Lusher – No report.**
- **Physical Environment Committee – Becky Lusher – No report.**
- **Staff Development/Service Committee – Tiffani Daniels**
  - Tiffani has been in contact with Human Resources to attend the committee’s next meeting and share information on employee training.

## **Announcements**

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

Minutes approved by: \_\_\_\_\_  
Lacie Bittinger, Chair, Classified Staff Council

Minutes read by: \_\_\_\_\_  
Brad D. Smith, University President

Adkins, Mike	<b>Daniels, Tiffani</b>	Maier, John	Rhodes, Jessica	Young, Miriah
Adkins, Ryan	Davis, Sarah	Marcum, Darian	Risch, Christine	Zanter, Mark
Akagbue, Bertha	Decker, Kaleigh	<b>Martin, Nick</b>	Roberts, Alice	
Anders, Brandi	Dorado, Bob	Mathis, Anita	Rodkey, Sarah	
Aretz, Sam	Dragovich, Isabella	Maynard, Kevin	Ross, Jerry	
Atkins, Christopher	Drake, Laura A	McComas, Karen	Roush, Emily	
Bailey, Bonnie	Dunbar, Shaylen	McDade, Michael	Rowe, Kandice	
Bailey, Travis	Dunfee, Carey	McDavid, Cristina	Russell, Megan	
Baldwin, Dustin	Edmonds, Ashley	McDavid, Sherry	Saunders, Amy	
<b>Baldwin, Jesse</b>	Edmonds, Travis	McDonald, Carissa	Saunders, Patricia	
<b>Barrett, Nina</b>	Ellison, Marc	McGhee, Otesha	Saxton, Caleb	
Bell, Jodi	Felder, Bruce	McKenna, Char	Sharp, Tyler	
Bibbee, Hailey	Fischer, Karen	McSweeney, Teresa	Sheets, Elizabeth	
Biggs, Michelle	Fleming, Justin	Meade, Mitzi	Simms, Marcie	
Bird, Hannah	Fry, Austin	Means, Amanda	Simpson, Sara	
<b>Bittinger, Lacie</b>	Gates, Lisa	MEEK, Rebecca	Sims, Kristin	
Boggs, Jennifer	Gooding, Grace	Metcalfe, Larry	Slate, Nick	
Bond, Cassi	Hall, Cody	Midkiff, Glen	Smith, Brad	
Bookwalter, Robert	Hanrahan, Elizabeth	Midkiff, Susan	<b>Smith, Heather</b>	
Booth, Jim	Hawthorne, Justin	Milam, Darrell	Smith, Lindsay	
Booth, Sharon	Hendrick, Ashley	<b>Miller, Nathan</b>	Smith, Tracy	
Brannock, Kathy	Henshaw, Kit	Mills, Cassandra	Spradlin, Wes	
<b>Brumfield, Mark</b>	Hessler, Courtney	Mirzakhani, Amad	Stafford, Robyn	
Buchanan, Amy	Hill, Michael	Moran, Terri	Starcher-Patton, Autumn	
Burgess, Brent	Himes, Eric	Morgan, Brian	Tambaliuc, Geanina	
Burriss, Butch	Holiskey, Sam	<b>Morris, Larry</b>	Taylor, John	
Burriss, Karena	Holmes, Linda	Morrison, Michelle	Taylor, Robin	
Byrd, Kevin	Hurula, Carol	Mummert, Carl	Thomas, Erica	
Call, Cody	Hutchison, Drew	Murphy, Katherine	Thomas, Kim	
Cantrell-Johnson, Sonja	Jacobs, Brandi	Murray, Heather	Thornton, Mindy	
Carey, Allison	Jarrell, Jimmy	Myers, Connie	Tidd, Matt	
Carothers, Kelly	Kennedy, Paige	Nilles, Elizabeth	Trapp, Kyle	
Celdran, Sophia	Kennedy-Rickman, Amy	<b>O'Neill, Carleen</b>	<b>Tresch-Reneau, Nancy</b>	
Chaffin, Perry	King, Beverly	Pack, Rebecca	Ulrich, Sarah	
Chapman, Courtney	Kompanek, Simone	Painter, Ginny	Vineyard, Jimil	
Chapman, Mary	Lambert, Scott	Parker, Dicky	Walker, Bob	
<b>Childers, David</b>	Langer, Jonathan	Parks, Denise	Walker, Lacey	
Clark, Ralph	<b>Layne, Mary</b>	Payne, Leah	Weaver, Amy	
Contreras, Kassandra	Lester, Amy	Penrod, Jodie	Weber, Charlotte	
Counts, Katie	Lewis, Olivia	Persinger, Daniel	West, Lance	
Counts, Katie	Lucas, Taylor	Puckett, Tabby	Wheeler, Michelle	
<b>Crawford, Dean</b>	Lukhmanov, Ed	Ransbottom, Lisa	Williams, Allen	
Cutler, Jon	Lupashunski, Spencer	Reeves, Emily	Xu, Cindy	
Cyrus, Meg	<b>Lusher, Becky</b>	Rexroad, Elizabeth	Young, Howard	