

Marshall University Classified Staff Council Minutes January 21st, 2021, Virtual Meeting via Microsoft Teams

Members Present: Nina Barrett, Lacie Bittinger, Karena Burriss, David Childers, Timothy Cline, Toni Ferguson, Chris Hodge, Carol Hurula, Becky Lusher, Lisa Maynard, Mitzi Meade, Teresa Meddings, Missy Morrison, Denise Parks, Marcos Serrat, Crystal Stewart, Terri Thompson, Justin Tyler, Eric Wallace, Tony Waugh, Rob Williamson

Members Absent:

Members Absent (Excused): Dena Laton, Mary Layne,

Guests: Bruce Felder, Dr. Gilbert, Dr. Taylor, Brandi Jacobs-Jones, Mark Robinson, Tracy Smith, Mike Adkins, John Apel, Michaela Bishop, Bobby D., Jim Booth, Monica Brooks, Jennifer Brown, Butch Burriss, Pat Campbell, Mallory Carpenter, Mary Chapman, Beretta Coleman, Margaret Cyrus, Denny Daugherty, Laura Drake, Tyler Ferraino, Trish Gallagher, Melanie Gallagher, Lindsey Harper, Joyce Harrah, Shriya Khanal, Simone Kompanek, Kevin Maynard, Kate McComas, Cristina McDavid, Susan Midkiff, Nathan Miller, Patrick Moore, Katherine Murphy, Becky Neace, Ginny Painter, Amanda Preece, Cora Pyles, Libby Rayment, Kandice Rowe, Rodney Sanders, Sabrina Simpson, Kristin Sims, Chris Sochor, Gillian Sochor, Wes Spradlin, Angela Strait, Robin Taylor, Brent Thomas, Erica Thomas, Kim Thomas, Ashley Vanderpool, Beth Waugh, Lance West

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

Dr. Gilbert – University President

- Dr. Gilbert extended thanks to everyone who has helped this academic year be successful thus far.
- Students are back on campus for the spring semester.
- The family of Bob Hayes appreciated the job Staff Council did with awarding the Bob Hayes awards in December. Dr. Robert “Bob” Hayes was a former Marshall University President from 1974-1983, and a monetary donation was made in his honor to fund the awards.
- Marshall has a new football coach, Charles Huff.
- COVID-19 vaccine administration is going well.
 - Dr. Persley from HEPC, who is a direct contact with the DHHR and the Governor’s Office, was in contact with Marshall regarding vaccines.
 - Higher Education was made the 4th priority in the first phase of vaccinations, and scheduled to start vaccines on December 30th.
 - The Marshall campus community has filled out three surveys, including an initial survey the week before December 30th with a very short deadline, to gauge interest in receiving the vaccine.
 - A limited number of vaccine doses are going to higher education, and because of our quick response time Marshall received more on the initial two rounds of administration than any other institution.

- Marshall was instructed on how to prioritize who would get vaccines first.
- As of right now, only employees are getting the vaccine. The goal is to vaccinate every employee who wishes to receive the vaccination, but we can only do so at the rate with which we receive vaccines. Marshall doesn't know exactly how many vaccines they will receive until the day before they come.
- Saliva testing is going well.
 - We are close to testing all employees and students for the new semester.
 - Beginning next week, surveillance testing will commence for students, but not employees.
 - Employees are permitted to do walk-up testing if needed.
- The Budget Workgroup is meeting the following day, and Dr. Gilbert has asked them to consider when the restoration of salaries can be achieved.

Tracy Smith – Director of Health and Safety

- Marshall has diligently worked with HEPC to vaccinate everyone we can at this time with the vaccines received, while prioritizing the order of those vaccinated with the guidelines given to us. Prioritization has been given to age and presence of co-morbidities.
- We don't know the exact number of vaccines we will receive until the day before they arrive.
- Marshall is committed to vaccinating everyone who wants to be, when enough vaccines are received.
- We have tested over 4,000 faculty, staff and students since returning from break. Turnout has been great for testing and contact tracers have done a phenomenal job when positives are identified.
- 2nd doses for those who received a vaccination on December 30th will likely receive their 2nd round on January 28th. Information and a sign-up will be distributed the following day.
 - Dr. Gilbert added that Dr. Persley has indicated that they wish to prioritize individuals getting a 2nd dose before getting a 1st dose to someone who hasn't been vaccinated. Therefore, we won't deny someone their 2nd dose in favor of giving someone else a 1st dose. We are committed to giving everyone two doses.

If someone misses their 2nd dose will they need to redo a 1st dose? – Becky Lusher – Tracy replied that he does not believe that is necessary, although there hasn't been a lot of research at this point. The timeframe in which the 2nd dose is given has a little bit of flexibility as long as it's been *at least* a certain number of days.

Is it correct that this will be like a flu shot, in which we will need to receive it every year? – Becky Lusher – As of right now it looks that way, although it is much more effective than the flu vaccine is being around 95% effective.

Is the 2nd vaccine dose the same as the 1st? – Crystal Stewart – Yes, although it has been reported that there are potentially more symptoms experienced after the 2nd dose.

Is it be possible to schedule saliva testing outside of the walk-up hours for employees who work other shifts? – Chris Hodge – Since the saliva test doesn't require a nurse to administer it and PPE is minimal, it's possible to work with employees who work outside of the walk-up hours.

Will there be any vaccine priority given to custodial staff since they're disinfecting areas of those who tested positive? – Justin Tyler – No, we can only work within the perimeters given to us for prioritization at this point.

Crystal Stewart encouraged employees who are scheduled to receive the vaccine to keep their appointment, or alert someone that they won't be able to make it. – Tracy agreed that this was a good point because this issue has occurred several times. If someone can't make it, then they would like to give the vaccine to someone else on the list.

Is it possible to see what place we currently are on the vaccine waitlist? – Chris Hodge – Not at this time.

Dr. Taylor – University Provost

- Dr. Taylor thanked everyone who helped make the fall semester successful, especially those who helped the students, particularly freshmen, feel included.
 - The extra attention given to around 100 freshmen significantly helped our enrollment for the spring semester.

Mark Robinson – CFO

- Mark commented that Marshall has shown a great leadership role in how to deal with a crisis, which also equates to good handling of finances.
- Due in large part to the retention of the 100 freshmen who needed individual help, we appear to be on track to stay within the revised budget that was presented to the board in December. We won't be certain, however, until all of the students show up and we pass the date to add/drop classes.
- We've received \$2 million dollars in relief funds from the government.
 - \$500,000 for the school of medicine.
 - \$1.5 million for Marshall, which will primarily pay for the testing.
- Grants have been posted with the new stimulus package of \$14.6 million dollars, and \$4.5 million have to go directly to students.

Will the stimulus money for students be handled like in the past when they received an email notification and have to apply? – Carol Hurula – Mark responded that the email correspondence option didn't work very well, so it will automatically be awarded to those with Pell Grants as they are priority. After that there will be different mechanisms for communication and they can continue to apply for the money until it is gone. The distance students can now receive it as well.

What dollar amount will the students who have a Pell Grant each receive? – Chris Hodge – They believe it will be \$500.

When will those stimulus amounts be sent to students? – Chris Hodge – Mark stated that the Pell Grant recipient students will probably have theirs sent out in the next week.

Bruce Felder – Human Resources

- Governor Justice previously approved an additional half day holiday for both Christmas Eve, and New Year’s Eve, resulting in a full additional day off that the University will observe on the Friday of “Spring Holiday”, March 19th.
- The Families First Coronavirus Act, enacted June 2020, has expired as of 12/31/2020.
 - The act had provided 10 days of paid leave if someone was required to quarantine or contracted the Coronavirus.
 - As of right now, this act has not been renewed and employees who have to quarantine and cannot work from home must use their sick leave, or annual leave in the absence of any remaining sick leave.
 - Employees are encouraged to wear masks and socially distance to reduce the risk of being required to quarantine.
- W-2’s will be generated by 1/31/2021. They will be mailed as well as be accessible on myMU.
 - A 1095-C will be issued for employees and should be mailed sometime in February.

Since the Emeritus Status for Staff has been reduced from a 20 year requirement to 10, how are we reaching out to the employees who formerly didn’t qualify do let them know that they do now? – Chris Hodge – The BOG updated policy is still out for 30 day comment period, and will be addressed once it has passed. There was a provision in the policy that employees who didn’t formerly qualify, but do now, will have one year to come back and apply for Emeritus Status. However, it should also be noted that employees who apply may not all qualify. Years of service is not the only qualifying factor as it is also a meritorious honor.

Minutes

December 17th, 2020 minutes approved as written with a revised grammatical error.

Carol Hurula – BOG Report

BOG Representative – Carol Hurula

BOG Meeting on December 17, 2020

- Approval of minutes from October 22, 2020
- Approved with amendments the revised BOG Policy; AA-12 Academic Dishonesty
- Approved with amendment the revised BOG Policy: AA-31 Emeritus Status for Retired Employees (now includes classified staff - ALL employees) HR policy is now void for classified staff emeritus status.
- Approved second-half spending with the proposed Athletic Budget for FY21
- Approved second half university “core operating” spending with the proposed budget for FY21. Proposed / budgeted reductions unfortunately did not see the reduction in graduate assistants

at 50% - hard to predict, adjunct and overloads savings were also not seen. Enrollment increase did occur from what was originally anticipated.

- Approved change of degree program Master of Science in Information Systems from College of Engineering to College of Business in effort to increase enrollment and create synergy and save costs. The move to LCOB's existing Management Information Systems undergraduate major (for example, a 3+2 offering in the future). The undergraduate major in Management Information Systems is supported by three tenured faculty in the Department of Marketing, MIS, and Entrepreneurship.
- Approved investment earnings report. YTD not what we want it is disappointing. We were 5% off benchmark in August but better than benchmark for September and October. In future meetings more info on benchmark data.
- Approved strategic vision and framework for university.
- Approved President's Strategic Goals with noted change of percentage to indicate actual numbers, i.e. student success withdrawal – hold the number to 5% = 33 students.
- Update on President's evaluation. President's evaluation will be January 2021 – this will be a 3-year evaluation and then annually each year thereafter, followed by every 3rd year having the 3rd year evaluation sheet.
- Approved Financial/Budget Report for three months ending September 20, 2020 as presented by CFO.
- Approved naming of the Aviation Building at Yeager Airport, The Maier Aviation Building to recognize the generous financial support over the years from the Maier Foundation.
- In compliance with FA-11, Capital Project Management, College of Business P3 presented. Proposed timeline: January 2022 ground-breaking, 2023-24 begin move in and 2024-25 fiscal year classes will begin.

Provost Update:

- Presentations by both COEPD and CECS Deans and how they are creating efficiencies and are headed in the future.
- Dean Eagle gave presentation on COEPD. COEPD has a complicated structure due to different guidelines and expectations such as the BOG, accrediting agency CATE, and the WV Dept of Education. Enrollments decline of 17% has had a 50% reduction in staff and 35% reduction in faculty since 2013. President created a taskforce to look ahead for growth in enrollment and programs.
- Interim Dean Dampier presented on COECS. COECS working with other colleges for Masters i.e., Cyber Security and looking at doctoral program in biomedical engineering. COB is developing doctoral programs with the COECS which will allow the University to obtain more grants and fund the faculty going through.
- Student Affairs & Intercultural Affairs (updates in handout)
- School of Medicine (updates in handout)
- Student Body President (updates in handout)
- Audit Report (updates in handout)
- Facilities and Operations (updates in handout)

Executive Session under authority of WV Code §6-9A-4

- Return from executive session. Board authorizes President to pursue purchase of certain real estate as discussed in executive session.

President's Report:

- Thanks to all involved in the midst of COVID.
- Staff went beyond the call of duty.
- 10% tested with over 1,000 people. Leah Tolliver handled COVID tracing.
- January everyone returning to campus will test, then weekly thereafter for all employees.
- Athletic tested 2X weekly and we were still able to keep the number of positive down. Had almost no positive tests of football players.
- Students and student athletes were compliant with mandates by the university.
- Higher Education – COVID priority from day one. We had 24 hours to survey employee interest in vaccine, and will receive about 300 vaccines first go around.
- Employee only to be vaccinated and looked at prioritizing distribution.
- Every employee will be vaccinated that wants the vaccine.
- COVID activities interrupted JMFEL but the group project was presented for ideas on making the campus more welcome to non-majority domestic UG students.
- Brandi Jones, Fred Bartolovic and President worked on creating a five-piece artwork visual statement on diversity and inclusion to be completed this fall.
- Eight-foot-tall Hal Greer statue by Henderson Center in reference to Brown vs Board of Education.

Chairman's Report:

- Dr. Gilbert and staff did well under his leadership, without his leadership it would not have been easy as there were no clear-cut methods to base decisions on. Thanked Dr. Gilbert on how he handled the crisis and quick decisions. Crisis leadership isn't easy.
- Spoke of shared governance with BOG committees (finance and academic) and approach to keep that going as tough decisions ahead.
- Thanked everyone for their commitment to the university.
- Wishing Merry Christmas and Happy New Year.

Adjourn w/o objections 3:00pm

BOG Representative – Carol Hurula

**Disclaimer: This is my interpretation of each meeting and presentation and are not verbatim conversations. Any questions or clarification, please notify me. The board chair proposed a "consensus" approach to agenda items which differs from the motion, discussion, vote approach; indicating most discussion is done in committee. This was a first and it is not clear this is how we will proceed at future meetings. The chairman also asked for feedback on the meeting. The meeting was held in the Don*

Morris room, which is a bit large and hearing / speaking into microphones was trial and error. I for one had difficulty clearly hearing some of the speakers.

BOG Emergency Athletic Meeting on January 18, 2021

- Chairman Farrell thanked President Gilbert for finding the best candidate to lead the football program.
- Search committee included a lot of stakeholders in the community including former football players, former athletes, faculty rep, student representative, some donors from the community, and two members of our Board: Chairman of Athletic Committee and Bill Noe.
- The Search Committee role was that of an advisory; to provide advice on the program and who our new coach would be and that Committee put in several hours, probably 100 hours each, talking to folks, making phone calls, and trying to decide who should be chosen.
- 40-50 candidates were interviewed by remote meetings, via phone and video meetings to narrow down to three candidates that would be invited to come to campus for in-person interviews.
- Search committee narrowed the choices down to two in the process of who they thought should be the next football coach. It is important to note that it was not their decision to make. It was their role to provide advice to President Gilbert and Mike Hamrick.
- Once it was decided who it would be, they contacted Chairman Farrell and told him they had the who and were working on the contract terms.
- It is unusual to have an emergency meeting, Chairman Farrell felt like this needed to have immediate action and if we didn't take action today that there would be substantial harm to our staff members, our coaches, our students and to the community at large.
- President Gilbert said he would like to let the Board know who was on the Search Committee. It was not publicized initially. The Search Committee was chaired by Mike Hamrick, and members included Mark George –Big Green supporter and Chair of the Quarterback Club here in Huntington, Gary White – former interim president of Marshall University, Karen McComas – Faculty Athletic Representative, Alex Mollett – student athlete football player, Carl Lee – football great and former football player, Madison Sayre – former football player, Andre Motley – former football player, Casey Hill – former football player, and two board members - Chris Miller and Bill Noe.
- President Gilbert was not formally a member of the Search Committee, however, was invited to attend the interviews and participated in the virtual and the in-person interviews.
- President Gilbert thanked the Search Committee for the time that was put in, a lot of hours, thorough process. They came up with three great finalists, any of which would have made a great football coach for Marshall University. He is delighted for the person that was chosen, Charles Huff, and thinks he is going to be a phenomenal football coach for MU. During the athletic committee meeting, prior to the meeting of the Board of Governors as a whole, Chairman Miller called the meeting to order with the sole purpose of ratifying the contract of Charles Huff. Open up for discussion, any issues to discuss before voting.
- Present Athletic Committee: Chairman Chris Miller, Donald Holcomb, Angel Moore, Samuel Moore, Bill Noe, Geoff Sheils, Sandra Thomas, Dr. Dan Holbrook

- Toney Stroud asked about some specifics on the incentives in the contract, however, had a couple questions about what attendance means or paid ticket sales means in this contract. Attempt to define these items and maybe include an addendum after discussing with Mr. Huff. Jeff O'Malley commented that it was a good suggestion and will reach back out to get this done. Benchmark on ticket sales based on the 2019 season ticket sales. Chairman Miller said they would sit down and clarify those definitions a little further and add an addendum to the contract. He confirmed with Chairman Farrell that was satisfactory.
- Dr. Dan Holbrook said from a faculty standpoint a yes or a no vote. Most faculty understanding the role of athletics in American and for the same money, several faculty members could be hired for this amount of money at a time in which fundamental topics cannot be taught right now.
- Mrs. Thomas verified that this contract does not from a budget prospective, this contract does not put us in a markedly different place in the current year, absent from any of these changes. That was confirmed by Chairman Miller.
- The Athletic Committee approved, with Dr. Dan Holbrook abstaining. Motion Passed.

Adjourned 10:00am

Committee Reports

Election Committee – Nina Barrett – No report.

Legislative Committee – Carol Hurula –

- The legislative session begins in January.
- When it's a new term, they meet for one day and adjourn for 30 days, which is to allow the Governor and incoming administration time to form a budget and agenda.
- Legislation will begin on the 2nd Wednesday in February.
- It's unsure at this time how the committees, session, lobbying, etc. will work in the midst of the pandemic.
- That evening in the Don Morris Room there will be a limited attendance meeting about the upcoming session.
 - Oftentimes, the administration will come up with key legislative agenda talking points, which are distributed. If they do this again, Carol said she will forward the information.

Will there be a Marshall Day at the Legislature this year? – Chris Hodge – Carol stated that Bill Burdette has said he doesn't know yet. Hopefully we will have a better idea closer to February 10th.

Personnel/Finance Committee – Lacie Bittinger – No report.

Physical Environment Committee – Crystal Stewart – No report.

Service/Staff Development Committee – Missy Morrison –

- Since community outreach is difficult to safely do currently, we encourage people to donate to the Marshall Food Pantry.

- New Contact Person: Maggie Lane
- Needs: canned beans, grains (bread, rice, oatmeal, pasta), and shelf-stable/refrigerated milk. Fresh produce, meat, and eggs.
- Donation Drop-off: 1802 6th Ave Huntington
- Hours: Tuesday 2:15-4:00 and Wednesday 1:30-3:30
- Online Donations: <https://www.marshall.edu/foodpantry/donations/>.

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: _____
Dr. Jerry Gilbert, University President



Board of Governor's Meeting – December 17, 2020

Exposure

- Marshall Athletics generated \$74,837,814 in total ad equivalency through Dec. 8, 2020, according to data compiled by the Marshall University Communications department.
- All eight regular season games were broadcast nationally, including ESPN, CBS, Fox Sports, CBS Sports Network and ESPN+.
- Marshall Athletics ranked No. 1 among Conference USA schools in total interactions generated on primary social media accounts on Twitter, Instagram and Facebook for the month of November, and No. 42 nationally (ranked between Mississippi State and Oklahoma State, and ahead of West Virginia University at No. 46).
- Men's and women's basketball: A significant number of basketball games will be produced in-house by HerdVision, Marshall's digital network, to be streamed and/or broadcast on ESPN3, ESPN+ and CUSAtv.

Football

- Head coach Doc Holliday was named to the National Watch List for the Bear Bryant Coach of the Year Award.
- Holliday was also selected as an American Football Coaches Association Regional Coach of the Year winner, one of five coaches nationally to receive the honor. The AFCA will announce the 2020 Werner Ladder AFCA FBS National Coach of the Year on Jan. 12, and all five regional winners are automatically finalists for the honor.
- Marshall football cracked the College Football Playoff Top 25 in multiple weeks within the same season for the first time in school history. The Herd's ranking of No. 21 is the program's best in CFP history.
- The Herd spent eight weeks in The Associated Press Top 25 poll, peaking at No. 15, which is the highest ranking for the program since 1999.
- Marshall reached the Conference USA Championship Game for the third time in eight seasons, the most of any C-USA East Division program during that timeframe.
- Defensive coordinator Brad Lambert was named as a 2020 Broyles Award Nominee, which goes to the nation's top assistant football coach.
- Freshman quarterback Grant Wells was named to the Maxwell Award Watch List, an honor given to the nation's most outstanding college football player.
- Herd football was named the Football Writers Association of America's National Team of the Week on Nov. 16. This is the second time in school history Marshall has won this award.
- Freshman quarterback Grant Wells was named to the Davey O'Brien Midseason Watch List, an award given to the nation's top quarterback.
- The America Football Coaches Association (AFCA) Coaches' Trophy Tour came to Huntington on Nov. 13-14, setting up in the Student Center on campus, near Hall of Fame Cafe and outside of Joan C. Edwards Stadium on gameday.
- Freshman quarterback Grant Wells was named the Conference USA Player of the Week on Nov. 9 and Nov. 16.
- Senior punter Robert LeFevre was named the C-USA Special Teams Player of the Week on Nov. 16.
- Freshman quarterback Grant Wells was named the Athlon National Offensive Freshman of the Week on Nov. 16.

- Freshman quarterback Grant Wells was named the Manning Award Quarter of the Week on Nov. 19.
- Senior defensive back Nazeeh Johnson was named a Burlsworth Trophy Nominee, an honor given to the most outstanding college football player who began his career as a walk-on.

Men's Basketball

- Junior Taevion Kinsey and senior Jarrod West were named to the Preseason All-Conference USA team.
- Junior Taevion Kinsey was named the Conference USA Player of the Week on Dec. 7.
- Senior guard Jarrod West became the program's all-time steals leader.
- Senior guard Jarrod West became the 55th player in program history to score 1,000 career points.
- Junior guard Taevion Kinsey became the 56th player in program history to score 1,000 career points.

Cross Country

- The team landed three runners on the All-Conference USA team for the first time since 2016.
- Three all-conference runners matches the program's best effort in school history.
- The women's team finished eighth at the C-USA meet, its best finish since 2016.
- The women's team had its lowest C-USA meet points total in school history.
- Kyleigh Edwards and Abby Herring became the school's first women's runners to earn C-USA honors since 2016.
- Kyleigh Edwards' 12th-place finish at the C-USA Championships is the best in school history.
- The men's team has landed at least one all-conference runner in five consecutive seasons.

Volleyball

- Named a recipient of the 2020 AVCA Voting Community Award, which celebrates teams and coaches that have prioritized civic engagement by achievement 100 percent voter participation in the last election.

Women's Basketball

- Savannah Wheeler was named to the Preseason All-Conference USA Team.

Men's Soccer

- The program was picked No. 15 overall in the College Soccer News Preseason Top 30 poll. The Herd is the highest ranked Conference USA team ahead of Kentucky (No. 21) and Charlotte (No. 22).

Athletics Compliance Overview – July 2020 – Present

Violations:

- Filed & Completed – 4
- In Process –4

Rules Education:

- Football Staff – COVID Rules Education – Summer 2020
- Basketball Staff – COVID Rules Education – Summer 2020
- Football Summer Access Drill Review & COVID Protocols – 07.06.20
- Financial Aid Rules Education – New Legislation – 07.20.20
- Extra Benefit Rules Education – 07.21.20
- Preseason Football Student-Athlete Meeting (Multiple Sessions) – 07.30.20
- Beginning of Year and COVID Meeting – Women’s Soccer – 08.05.20
- Supplemental LOV Insurance – Kinsey, Taevion (MBB) – 08.06.20
- Beginning of Year and COVID Meeting – Men’s Soccer (Virtual) – 08.19.20
- Beginning of Year and COVID Meeting – Volleyball – 08.19.20
- Beginning of Year and COVID Meeting – MCC/WCC (Virtual) – 08.20.20
- Beginning of Year and COVID Meeting – All Sports – 08.25.20
- Beginning of Year and COVID Meeting– All Sports – 08.26.20
- Beginning of Year and COVID Meeting– All Sports – 08.27.20
- Beginning of Year and COVID Meeting– All Sports – 08.28.20
- Complimentary Tickets Rules Education & Process – MFB – 09.02.20
- Name, Image, & Likeness Rules Education – MBB – 09.07.20
- Athletics Financial Aid Appeals Processes – 09.09.20
- Name, Image, & Likeness Rules Education – Football – 09.09.20
- Name, Image, & Likeness Rules Education – WBB/WTR – 09.10.20
- Coaches Rules Education Session – All Sports – 10.07.20
- Coaches Rules Education Session – All Sports – 10.08.20
- COVID-19 Updated Legislation Review & Dissemination – Every Friday
- Coaches Rules Education Session – All Sports – 11.04.20
- Coaches Rules Education Session – All Sports – 11.05.20
- Rules Education – Football Coaches & Staff – 11.06.20
- Complimentary Ticket Rules Education & Process – WBB – 12.02.20
- Coaches Rules Education Session – All Sports – 12.08.20
- Coaches Rules Education Session – All Sports – 12.09.20

Recruiting Examinations:

- All Coaches (Option 1) – 09.03.20
- All Coaches (Option 2) – 09.04.20
- Make Up Recruiting Exam – 09.18.20
- Football Recruiting Exam (All Staff) – 09.24.20

Eligibility Certifications:

- Football – 09.01.20
 - Football Post Season Certification – 12.16.20
- Men's & Women's Cross Country – 09.02.20
- Women's Volleyball – 09.02.20
- Women's Soccer – 09.08.20
- Men's Soccer – 09.15.20
- Women's Swimming & Diving – 09.30.20
- Men's & Women's Basketball – 10.29.20
- Baseball – 12.01.20
- Men's & Women's Golf – 12.03.20
- Women's Track & Field – 12.04.20
- Women's Tennis – 12.07.20
- Softball – 12.08.20

Interpretations:

- Internal Interpretations – 42
- Conference Interpretations – 5
- NCAA Staff Interpretations – 5

Waivers (NCAA):

- Filed – 9
- Approved – 5
- In Process – 2
- Withdrawal - 1
- Denied – 1

Student-Athlete Reinstatement Request (NCAA):

- Filed – 1
- In Process - 1



RULES EDUCATION

DECEMBER 2020

MEETING OVERVIEW

- COVID-19 Updates
- Proposals
- Post Season Eligibility & Eligibility Between Terms
- Progress Towards Degree
- Reporting a Violation



COVID-19 Updates

COVID UPDATES

- **Question:** During the temporary COVID-19 recruiting dead period, may an institution's coach engage in any off-campus recruiting activities (e.g., contacts, evaluations) with a prospective student-athlete (committed or uncommitted)?
- **Answer:** No. However, it remains permissible to make telephone calls and send electronic correspondence during a dead period.

LEGISLATIVE RELIEF BLANKET WAIVER – VIRTUAL RECRUITING ACTIVITIES – PERMISSIBLE CALLERS

- The NCAA staff approved a blanket waiver to permit all coaches, including volunteer coaches, full-time institutional staff members and current students to initiate recruiting calls (e.g., telephone calls, video calls) involving prospective student-athletes who an institution is permitted to call. The flexibility applies for the remainder of the temporary COVID-19 recruiting dead period.
 - We have requested additional guidance from the conference on the permissibility of these activities for student-athletes over this week as well as over the vacation period.

COVID UPDATES

- **Question:** Did the action waive all provisions of NCAA Bylaw 11.7.2 (recruiting coordination functions)?
- **Answer:** No. The action only waived Bylaw 11.7.2-(b), permitting all full-time institutional staff members and current students to initiate calls to a prospective student-athlete the institution is permitted to call.

LEGISLATIVE RELIEF BLANKET WAIVER – BASEBALL – SQUAD SIZE AND FINANCIAL AID LIMITATIONS

The NCAA Division I Committee for Legislative Relief granted a blanket waiver in baseball for the 2020-21 and 2021-22 academic years only, to allow schools to:

- Eliminate the varsity squad size limitation (i.e., 35-man roster) for the 2020-21 academic year and to increase the varsity size limitation from 35 to 40 for the 2021-22 academic year;
- Increase the annual counter limit from 27 to 32; and
- Renegotiate athletics aid agreements to provide less than 25 percent.
- Staff approved an extension to the blanket waiver requested by NCAA Division I Student-Athlete Experience Committee for the 2020-21 academic year, noting an increase in the varsity squad size limitation from 35 to 40 for the 2021-22 academic year.
- The blanket waiver only applies to the 2020-21 and 2021-22 academic years.
- For the 2020-21 academic year:
 - For student-athletes with multiyear financial aid agreements: Schools may provide less than a 25-percent equivalency during the 2020-21 academic year; however, the school must ensure that the total amount of aid provided over the period of the new amended agreement is equal to or greater than the total provided in the student-athlete's original aid agreement; and
 - For student-athletes with one-year financial aid agreements: Schools may provide less than a 25-percent equivalency during the 2020-21 academic year; however, the school must renew the student-athlete for the 2021-22 academic year and provide at least a 25-percent equivalency or the average of the aid received during 2020-21 and the amount that would have been received by the student-athlete under the original aid agreement.
- For the 2021-22 academic year:
 - The varsity squad size limitation is increased from 35 to 40;
 - For student-athletes with multiyear financial aid agreements: Schools may provide less than a 25-percent equivalency during the 2021-22 academic year; however, the school must ensure that the total amount of aid provided over the period of the new amended agreement is equal to or greater than the total provided in the student-athlete's original aid agreement.
 - For student-athletes with one-year financial aid agreements: Schools may provide less than a 25-percent equivalency during the 2021-22 academic year; however, the school must renew the student-athlete's agreement for the 2022-23 academic year and provide at least a 25-percent equivalency or the average of the aid received during 2021-22 and the amount that would have been received by the student-athlete under the original aid agreement, whichever is greater.

Proposals

No. 2020-6 AMATEURISM -- USE OF NAME, IMAGE
AND LIKENESS -- STUDENT-ATHLETES
EFFECTIVE – AUGUST 1, 2021

- To permit a student-athlete to use his or her name, image and likeness for compensation, as specified.
- Basics of this proposal:
 - Student-athletes could use their name, image, and likeness to promote their own businesses or to promote another business
 - Student-Athletes could not be paid for autographs during RARA activities;
 - No institutional involvement or purchasing of their business' products or services;
 - Opportunities cannot be promised during the recruitment process;
 - No use of institutional trademarks or logos;
 - Student-Athletes must disclose business opportunities within 14 days of the arrangement;
 - Agents are permitted for marketing/endorsement opportunities only;
 - No crowdfunding for educational expenses (tuition/room/board);
 - Institutions would be able to prohibit certain business deals that conflict with existing institutional contracts or institutional values.



No. 2020-7 AMATEURISM -- USE OF NAME, IMAGE
AND LIKENESS – PROSPECTIVE STUDENT-ATHLETES
EFFECTIVE – AUGUST 1, 2021

- To permit a prospective student-athlete to use his or her name, image and likeness for compensation, as specified.
- Basics of this proposal:
 - Extends everything mentioned in the previous slide to PSAs;
 - Must disclose any existing business dealings within 14 days of a formal offer of aid.



No. 2020-8 AMATEURISM -- USE OF NAME, IMAGE AND LIKENESS – USE OF PROFESSIONAL SERVICE PROVIDERS
EFFECTIVE – AUGUST 1, 2021

- To permit an individual to use the services of a professional service provider in name, image and likeness activities, as specified.
- Basics of this proposal:
 - Student-Athletes and PSAs may use a professional service provider for advice regarding NIL, representation in NIL contracts, and marketing of NIL;
 - Cannot be used to for the purpose of marketing athletics ability or reputation for professional opportunities;
 - Institutions cannot require specific professional service providers or prohibit the use of others;
 - Institutions may provide information regarding evaluating service providers.



No. 2020-9 AMATEURISM -- USE OF NAME, IMAGE AND LIKENESS – THIRD PARTY ADMINISTRATOR
EFFECTIVE – AUGUST 1, 2021

- To require an individual involved in name, image and likeness activities to disclose such activities to an independent third-part administrator, as specified.
- Basics of this proposal:
 - Student-Athletes and committed PSAs must disclose all name, image, and likeness activities to an independent third-party administrator within 14 days of an arrangement or changes to an arrangement;
 - Basically, takes much of the monitoring from the compliance office and to a third-party administrator.



No. 2020-10 RECRUITING -- OFFICIAL AND UNOFFICIAL VISITS, CAMPS AND CLINICS -- CONFLICTS WITH NCAA COLLEGE BASKETBALL ACADEMY **EFFECTIVE – IMMEDIATELY**

- In men's basketball, to prohibit institutional camps and clinics and official or unofficial visits during the NCAA College Basketball Academy, as specified.



No. 2020-11 ACADEMIC ELIGIBILITY -- EXCEPTIONS FOR TRANSFERS FROM FOUR-YEAR COLLEGES -- ONE-TIME TRANSFER EXCEPTION -- UNIFORM APPLICATION **EFFECTIVE – IMMEDIATELY**

- To revise the one-time transfer exception to apply to all sports, as specified.
- Basics of this proposal:
 - Student-Athletes must complete an educational module related to transferring before being placed into the transfer portal;
 - Extends the one time transfer exception to sports that currently do not have it;
 - Would be effective for student-athlete's seeking immediate eligibility for Fall 2021;
 - Fall and Winter Sports would need to provide written of notification of transfer by May 1, Spring Sports by July 1;
 - These dates would be waived if the head coach departs from the institution, or if aid is reduced, canceled, or not renewed.



No. 2020-12 PLAYING AND PRACTICE SEASONS -- BASKETBALL -- FIRST
CONTEST -- REQUIRED DAY OFF FOR CIVIC
ENGAGEMENT **EFFECTIVE – IMMEDIATELY**

- In basketball, to specify that if the first permissible contest date falls on the required day off for civic engagement, an institution shall not play its first contest (game or scrimmage) with outside competition prior to the Monday immediately before the second Friday in November.



Postseason Competition & Eligibility Between Terms

Eligibility Between Terms & Postseason Competition (Regular Season Competition)

14.2.2.1.2, Ed. Colum "Change in Eligibility and Postseason Competition Between Terms I) (5/5/16)

- ANY Competition Between Terms
- To remain eligible between terms, a student-athlete must have been enrolled full-time at the end of the previous term & be enrolled full-time for the ensuing term
 - The exception to this would be a student-athlete who graduated or would graduate in either of the terms surrounding the vacation period where the competition was occurring
- Regular Season Competition Between Terms
 - The earliest a student-athlete who will become eligible for competition during the ensuing term would be no earlier than the day following the institutions last scheduled exam
 - A student-athlete who will become ineligible after the completion of the fall term, must be certified as ineligible no later than the start of classes for the spring term
 - The date on which the student-athlete becomes eligible is dependent on when he/she is certified – this certification can be performed on an individual student-athlete basis
 - The only time this would be put into practice would be to buy time to submit a waiver for the ineligible student-athlete



Eligibility Between Terms & Postseason Competition (Postseason Competition)

14.2.2.1.2, Ed. Colum "Change in Eligibility and Postseason Competition Between Terms I) (5/5/16)

- To remain eligible for postseason competition that occurs at the conclusion of an academic term, the student-athlete must:
 - Earn at least six hours of academic credit
 - These hours must be degree-applicable on or after the student-athlete's fifth full-time term of enrollment
 - Any hours taken during a student-athletes final two full-time terms leading up to graduation may be utilized to satisfy any credit-hour requirement
 - If enrolled in less than six hours, then the student-athlete must graduate
 - Remain in good academic standing
 - Be enrolled full-time for the ensuing regular full-time term



Eligibility Between Terms & Postseason Competition (Postseason Competition) - Continued

14.2.2.1.2, Ed. Colum "Change in Eligibility and Postseason Competition Between Terms () (5/5/16)

- Student-athlete's are not required to have met any other academic requirements (except those listed in previous slide) to **remain** eligible for postseason competition that occurs between terms
 - Any deficiency in any academic progress requirement shall go into effect beginning with the first day of classes the ensuing full-time term (e.g., SA did not meet % of degree)
- A student-athlete's eligibility for postseason competition must be certified within (14) business days following the institutions last schedule final exam
- If competition occurs prior to the (14) business days elapsing, then the institution is required to use all grades that have been submitted up until 5:00 PM the day prior to the postseason event to certify a student-athlete's eligibility
 - If sufficient grades are not available, the institution is required to revert to the most recent full-time term to make a determination on the student-athlete eligibility certification



PROGRESS TOWARDS DEGREE

Progress Towards Degree: Credit Requirements

- In order for a student-athlete to remain eligible for competition they must pass:
 - **24 credit hours** for freshmen prior to the start of the second year of enrollment
 - (summer prior to full time enrollment and summer before 3rd semester of full time enrollment can both be used)
 - **6 hours** of degree applicable credit per full time semester
 - **18 hours** of academic credit per academic year (fall & spring)

Progress Towards Degree: Percentages

- Additionally, Student-Athletes must meet the following percentages:
 - **40%** of his/her degree prior to the 5th full time semester (**junior year**)
 - **60%** of his/her degree prior to the 7th full time semester (**senior year**)
 - **80%** of his/her degree prior to the 9th full time semester (**5th year of undergrad**)

Progress Towards Degree: GPA Requirement

- Additionally, Student-Athletes must meet the following GPA requirements to remain eligible based on Marshall and NCAA standards. These GPAs are cumulative.

Semester	Marshall GPA Required	NCAA GPA Required
3	2.0	1.8
5	2.0	1.9
7	2.0	2.0
9	2.0	2.0

Progress Towards Degree: Repeated Courses

- Credit for courses that are repeated may be used if:
 - A course repeated due to an unsatisfactory initial grade may be used only once, and only after it has been satisfactorily completed;
 - Credit may not be used in the term in which the course is repeated if the same grade is received as in the previous term.
 - Credit for a course for which credit may be earned more than once (e.g., a physical education activities course) shall be limited by institutional regulations and cannot exceed those limits;

Progress Towards Degree: Final Academic Year

- Student-athletes who are in their final year of their degree program can use credit hours applicable to any degree program to satisfy the 6 hour requirement, provided the student-athlete is enrolled in all required courses to complete their degree in the two semesters.

REPORTING VIOLATIONS

PROCESS FOR REPORTING VIOLATIONS

- Any coach, employee, student-athlete, or other individual associated with the Marshall University athletics department or an employee of the institution who has NCAA compliance responsibilities must notify appropriate institutional officials immediately of any possible or potential violation of institution or conference policies and procedures or NCAA legislation that involves the institution. Notification may take place by contacting (personally or by telephone or electronic mail) the Compliance Staff, the Director of Athletics, Marshall University General Counsel, or the FAR. Reporting this information to the head coach of the involved sport does not meet this requirement.
- If a coach, employee, or student-athlete is self-reporting a violation, he or she may be asked to put certain information in writing. This information may include:
 - Date of violation;
 - Individuals involved in the violation;
 - Description of the violation;
 - The means by which they learned of the information;
 - Reason(s) the violation occurred; and
 - A statement of actions which have been or will be taken in order to prevent a similar violation from recurring.

WHO DO I REPORT A VIOLATION TO?

- Report Violations
 - Mike Hamrick – Athletics Director
 - Jeff O'Malley – Associate AD/Chief of Staff
 - Brady Mangus – Assistant AD Compliance
 - Karen McComas – Faculty Athletics Representative
 - Layton Cottrill – General Counsel

Kahoot!

December 2020 Coaches Rules Ed

Played on	9 Dec 2020
Hosted by	Mangus711a52
Played with	7 players
Played	7 of 7

Overall Performance

Total correct answers (%)	73.47%
Total incorrect answers (%)	26.53%
Average score (points)	4839.29 points

Overview

December 2020 Coaches Rules Ed

Played on	8 Dec 2020
Hosted by	Mangus711a52
Played with	7 players
Played	7 of 7

Overall Performance

Total correct answers (%)	55.10%
Total incorrect answers (%)	44.90%
Average score (points)	3510.71 points

Kahoot! Summary

December 2020 Coaches Rules Ed - Kahoot 1																		
Rank	Player	Total Score (points)	Q1	How many hours must a student-athlete pass per full time term to remain eligible?	Q2	What is the required cumulative GPA for a student-athlete to be eligible for competition at Marshall?	Q3	True or False: A coach can retweet an unsigned PSA's tweet, provided that coach does not add anything to the retweet.	Q4	When is the earliest a student-athlete may be certified as eligible if they will become eligible in the upcoming term?	Q5	A student-athlete entering his or her 7th full time term would need to meet which PTD percentage?	Q6	A freshmen student-athlete must pass how many credit hours prior to the start of their second year?	Q7	True or False: A student-athlete can be enrolled less than full-time if he or she is going to graduate that term		
1		6573	950	6 hours	942	2.00	960	True	880	The Day After Final Exams	932	60%	947	24 credit hours	962	True		
2		5526	0	12 hours	947	2.00	962	True	847	The Day After Final Exams	945	60%	860	24 credit hours	965	True		
3		4812	952	6 hours	963	2.00	972	True	0	First Day of Classes in the next term	0	80%	945	24 credit hours	980	True		
4		4724	925	6 hours	940	2.00	972	True	0	After the last Fall Competition	910	60%	0	12 credit hours	977	True		
5		4636	940	6 hours	937	2.00	932	True	0	After the last Fall Competition	947	60%	0	12 credit hours	880	True		
6		3857	0	12 hours	960	2.00	965	True	0	First Day of Classes in the next term	0	80%	945	24 credit hours	987	True		
7		3747	0	12 hours	945	2.00	965	True	0	After the last Fall Competition	877	60%	0	12 credit hours	960	True		

December 2020 Coaches Rules Ed - Kahoot 2																	
Rank	Player	Total Score (points)	Q1	How many hours must a student-athlete pass per full time term to remain eligible?	Q2	What is the required cumulative GPA for a student-athlete to be eligible for competition at Marshall?	Q3	True or False: A coach can retweet an unsigned PSA's tweet, provided that coach does not add anything to the retweet.	Q4	When is the earliest a student-athlete may be certified as eligible if they will become eligible in the upcoming term?	Q5	A student-athlete entering his or her 7th full time term would need to meet which PTD percentage?	Q6	A freshmen student-athlete must pass how many credit hours prior to the start of their second year?	Q7	True or False: A student-athlete can be enrolled less than full-time if he or she is going to graduate that term	
1		4633	0	12 hours	952	2.00	957	True	0	After the last Fall Competition	952	60%	822	24 credit hours	950	True	
2		4357	920	6 hours	700	2.00	0	False	0	First Day of Classes in the next term	827	60%	935	24 credit hours	975	True	
3		3792	892	6 hours	965	2.00	965	True	0	After the last Fall Competition	0	80%	0	20 credit hours	970	True	
4		3753	0	12 hours	0	2.50	952	True	917	The Day After Final Exams	0	80%	937	24 credit hours	947	True	
5		3612	0	12 hours	820	2.00	960	True	0	After the last Fall Competition	0	80%	882	24 credit hours	950	True	
6		3511	0	12 hours	850	2.00	962	True	0	After the last Fall Competition	0	80%	732	24 credit hours	967	True	
7		917	0	18 hours	0	1.75	0	False	0	First Day of Classes in the next term	0	80%	0	18 credit hours	917	True	

ACADEMIC & STUDENT AFFAIRS REPORT
Board of Governor's Meeting
December 17, 2020

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COLLEGE OF ARTS AND MEDIA

DEAN: Wendell Dobbs

School of Music

Eleven voice students in the School of Music competed recently in the virtual student auditions of the Tri-State chapter of the National Association of Teachers of Singing. Eight Marshall

students were named winners in their categories:

- **Sydney Long**, 3rd place, Second Year College Treble
- **Jesse Hatfield**, 1st place, First Year College TBB
- **Wilson Bailey**, 1st place, Second Year College TBB
- **Kobe Stephens**, 3rd place, Second Year College TBB
- **Julia Costello**, 1st place, First Year College Treble
- **Katherine Dillon**, 3rd place, First Year College Treble
- **Zachary Doss**, 2nd place, Advanced College TBB
- **Cierra Doss**, 3rd place, Fourth Year College Treble

Dr. Henning Vauth, Professor of Piano, performed and taught master classes for a virtual international piano festival last month hosted by Universidad EAFIT in Medellín, Columbia.

Dr. Johan Botes, Associate Professor of Piano, has been one of the pianists featured in November in Butler University's Beethoven@Butler series of performances of all of Beethoven's piano sonatas to commemorate the 250th anniversary of the composer's birth.

Dr. Carline Waugh, Assistant Professor of Voice, was a finalist in the recent Vocal Competition of the Harlem Opera Theatre. The final round was held in New York this past weekend.

School of Music provided musical support for the annual November 14 Fountain Memorial Service:

- **Cayce Murphy**, Music Education major 2022, presented the National Anthem, in person
- Chamber Choir directed by **Dr. David Castleberry** presented "The Fountain"
- University Chorus directed by **Dr. Briana Nannen** presented "Let My Love Be Heard"
- **Cierra Doss**, **Zac Doss** and **Steven Schumann**, music majors and members of the trio Cypress, performed a new work, "Fly Again"

School of Music provided musical support for the November 13 ceremony when degrees were awarded posthumously to students who were victims of the November 14, 1970 plane crash:

- **Cayce Murphy**, Music Education major 2022, presented the National Anthem, virtually
- Chamber Choir directed by **Dr. David Castleberry** presented Beethoven's "Hallelujah" from Christ on the Mount of Olives and an arrangement of "Amazing Grace"

Various ensembles continued to perform concerts before virtual audiences. The events were produced by Director of Bands **Dr. Adam Dalton**.

The Marching Thunder, directed by **Dr. Christopher Schletter**, provided musical support for Marshall University Football on November 7 and 14, and December 5.

W. Page Pitt School of Journalism and Mass Communications

The Dr. Carter G. Woodson Lyceum directed by **Professor Burnis Morris** hosted, along with the School of Medicine, "The Nation's Doctor," Surgeon General Jerome M. Adams. 500 attended the virtual event.

WMUL continues to accumulate awards, this time from the 2020 MarCom Creative Awards. Platinum winners were Marshall students **Spencer DuPuis, Tyler Kennett, Nick Verzolini, Andrew Rogers, Savanah Matney** and **Wesley Steel**. Gold Winners were Marshall Students **Spencer Dupuis, Nick Verzolini, Wesley Steele, Tyler Kennett, Andrew Rogers, Savanah Matney, Blake Jude, Andrew Rogers** and **Makaylah Wheeler**.

JMC major **Justin Spence** has been awarded a Creative Discovery and Research Award for Spring 2021. **Professor Dan Hollis** will serve as his mentor.

Professor Tijah Bumgarner has been named John Marshall Scholar for Summer 2021 by the Office of Research.

School of Theatre and Dance

Four faculty attended virtual auditions at the Virginia Theatre Association. They auditioned 65 students. Interviews are in progress.

Theatre faculty will attend the Mid-Atlantic Regional College Virtual Auditions Dec 12-18. Interviews will take place January 12-15.

School of Theatre's production of Sense and Sensibility before a masked and distanced audience was streamed to schools in Putnam County, WV and Lawrence County, OH and locally to approximately 400 patrons and students.

In view of COVID safety protocols the School of Theatre produced radio scripts from the 1940's as staged readings:

“Baby Snooks and Daddy” for video streaming: 220 views
 “Sorry Wrong Number” before a distanced audience
 Thanks to **Eric Himes** and **Ryan Vance** for their assistance with the video streaming.
 Completed the installation of ballet barres in performance space on December 5

School of Art and Design

- Began working on an initiative with the President’s Office to develop an art competition with the theme of fostering racial diversity on the Marshall campus.
- Dialogued with City of Huntington, KYOVA, TTA and Pullman Plaza to develop a mid-block crosswalk installed that would create a safer space for students attending classes at the VAC.
- Successfully negotiated an entire semester with safe, in-person art studio classes, including foundations review and capstone classes that have successfully mounted art exhibitions in the Carroll Gallery in the Visual Arts Center and the Birke Art Gallery in Smith Hall, with virtual receptions to create a safe environment for friends and families of our graduates.

COLLEGE OF EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

DEAN: Teresa Eagle

The teacher candidates in the COEPD had perhaps the most unique student teaching semester ever! Working with incredible cooperating teachers in our schools, they practiced two of the most important skills for future teachers: flexibility and adaptability. Some whose first experience with online classes in the Spring of 2020 now found themselves teaching online. And best of all, they all successfully completed the semester to graduate this month! We had a record number of Teachers in Residence (student teachers actually hired in the county).

Student	School	County	Content Area
Allison Butcher	Scott High School	Boone	English, 5-Adult
Anna Craft	Spring Valley High School	Wayne	Mathematics, 5-Adult
Lacie Fogarty	Spring Valley High School	Wayne	Mathematics, 5-Adult
Riley McGinnis	Wayne High School	Wayne	Spanish, 9-Adult
Autumn Smithers	Huntington High School	Cabell	Mathematics, 5-Adult
Summer Burns	South Charleston Middle School	Kanawha	English, 5-Adult

Because of the desperate need for substitutes in the schools, the WVDE allowed our teacher candidates to also serve as substitutes on a limited basis. Twenty-seven of our students took advantage of the opportunity, in 6 counties: Cabell County - 13; Kanawha County - 2; Mason County – 1; Putnam County – 2; Wayne County– 8; and Webster County – 1. Teacher candidate **Victoria Blankenship** was featured in an article in the Herald Dispatch and the Charleston Gazette Mail on November 29, 2020, providing comments on her experience. The COEPD is very proud of our students who have stepped up at a very difficult time to go above and beyond.

Other Faculty and Student Accomplishments

1. Graduating Senior **Natalie Armbruster** was featured as a “Hero of Education” for the WVDE Special Education Day recognition. (Wvde.us/lovemyschool/) Natalie was nominated by **Dr. Debbie Lockwood**.
2. **Dr. Sandra Stroebel** received the WVSPA 2020 Fred Jay Krieg, Ph.D. Lifetime Achievement Award.
3. **Dr. Brenda Tuckwiller** was selected as the ACTE New and Related Services Tech Prep Administrator of the Year by the National Academy Foundation.
4. **Dr. Elbert Davis** won the *Blackboard Exemplary Course Program Award* for the significant achievements that have been accomplished within the course “Educational Psychology”, submitted for peer review.
5. **Dr. Tim Melvin** was elected to the Board of Directors of the Association for the Assessment of Learning in Higher Education (AALHE). The term runs from July 1, 2020 - June 30, 2025.
6. **Dr. Eugenia Webb-Damron** was elected to Board of Directors to Southern Regional Council for Educational Administration. Eugenia also Presented to Southern Region Council for Educational Administration’s virtual conference. "Teacher Leadership in Higher Education", a focus on Marshall University's John Marshall Leadership Fellowship Cohort.
7. **Dr. Debra Lockwood** presented at the Marshall University Special Education Resiliency Grant Meeting on November 7, 2020.
8. **Dr. Jennifer McFarland-Whisman** presented at the annual WV Birth to Three Skill-builders Conference held virtually on October 27. The topic of her presentation was Early Signs of Autism.
9. **Dr. Bob Rubenstein** was appointed to the West Virginia University College of Physical Activity and Sport Science Visiting Committee beginning August 1, 2020 <https://cpass.wvu.edu/about/visiting-committee/bob-rubenstein>
10. **Dr. Lori Ellison** was awarded the John Marshall Scholar award for a study on Neurofeedback in trauma-affected Substance Use individuals for the spring 2021 (deferred to fall 2021)

11. **Dr. Lori Ellison** submitted a NIH grant for the funding of a study slated to begin in July.
12. **Dr. Sherry L. Early** was presented a Veteran's Administration Volunteer Award in October 2020.
13. **Dr. Nega Debela** was selected for the Carnegie African Diaspora Fellowship Program (CADFP). This is a scholar fellowship program for educational projects at African higher education institutions.
14. **Dr. Carol Smith** co-authored with Jane Webber Chapter 11, "Disorders - Child and Adolescent Maltreatments" in Child and Adolescent Counseling: An Integrated Approach, edited by Brenda L. Jones and Beth A. Durodoye
15. **Dr. Carol Smith** submitted application to the American Counseling Association (ACA) for the creation of a new Organizational Affiliate of ACA: International Association for Resilience and Trauma Counseling
16. In November 2020, **Dr. Debra Lockwood** presented to a group of interdisciplinary scholars and faculty at Marshall University on Inclusion, Continuum of Special Education Services, and Practical Strategies for students with Trauma.
17. Student Teacher **Ali Burdette** was featured on the front page of the Pulse news insert for Dec. 2.
18. The Clinical office announced the following Student Teacher award winners for Fall 2020:
 - Elementary: **Natalie Armbruster**, Hite Saunders Elementary School
 - Secondary: **Hannah Caldwell**, Huntington High School
 - Related Arts: **Louden Goodpaster**, Wellness, Village of Barboursville Elementary School
 - Overall: Mica Haffer, Ceredo Kenova Elementary School

COLLEGE OF ENGINEERING AND COMPUTER SCIENCES

DEAN: David Dampier

The College of Engineering and Computer Sciences is continuing an intensive review of programs and low enrollment courses, as is everyone at Marshall University. As a result of this review, we have moved the MS in Information Systems to the College of Business. Final approval for that matter is before the Board this month.

The following students were awarded Creative Discovery and Research Awards in the College:

Madison Morgan, Civil Engineering. Faculty mentor: **Dr. Sungmin Youn**
Cole Klemstine, Mechanical Engineering. Faculty mentor: **Dr. Ross Salary**

The following faculty research awards were announced:

Dr. Sanghoon Lee was awarded a Summer 2021 Scholar Award of \$6,500 to support research next summer. **Dr. Lee** is an Assistant Professor in the Department of Computer Sciences and Electrical Engineering. His research involves using bioinformatic techniques to differentiate cancer cells through visualization.

Dr. Isaac Wait was elected unanimously by the faculty of Civil Engineering to serve as Chair of the Civil Engineering Department for the next four years. He has been serving as Interim Chair since February 2020.

Dr. Asad Salem has been appointed Interim Chair of Mechanical Engineering, effective January 1, 2021. His appointment will last until the department is authorized to search for a permanent chair from outside the university. **Dr. Salem** is replacing **Dr. Tony Szwilski** who has been serving as Interim Chair since February 2020 and will return to the faculty of Applied Science and Technology.

COLLEGE OF HEALTH PROFESSIONS

DEAN: Michael Prewitt

School of Physical Therapy

The Marshall University Volunteers in Therapy (MUVIT) Physical Therapy clinic started seeing patients a month ago. **Laura Stephens** and **Melanie Lambert** are coordinate the clinic operations. Faculty and students will provide physical therapy modalities for the underserved community in the tristate region.

The School of Physical Therapy was recently received reaccreditation status from the Commission on Accreditation for Physical Therapy Education (CAPTE). The Commission's decision to continue accreditation status was based on the program's level of compliance with the Standards and Required Elements and on the professional manner in which the program has addressed the Commission's previous concerns. Their next site visit is fall 2029.

School of Kinesiology - Biomechanics

Dr. Neil Evans, Dr. Suzanne Konz, Dr. Arthur Nitz, Dr. Tim Uhl (UK faculty) gained acceptance and publication of this research project, "Reproducibility and discriminant validity of the Posterior Shoulder Endurance Test in healthy and painful populations". *Physical Therapy in Sport*, volume 47, January 2021, pages 66-71.

After a careful college-level review, and further deliberation by the Committee on Scholarly Works and Creative Activities, **Dr. Suzanne Konz** was selected as a John Marshall Scholar for summer 2021. This program provides full-time probationary tenure-track and tenured faculty members, at any rank, and librarians with a semester-long four-course reassigned time commitment to pursue original creative work, scholarship or research. Her research title is *an investigation into the behaviors and attitudes of athletic trainers towards sports betting.* The purpose is to determine the current state of sports betting among athletic trainers and athletic training students and their understanding of the legal and ethical implications of sports gambling on their professional careers. This project is related to the National Athletic Association (NATA) Committee on Professional Ethics of which **Dr. Konz** is chair.



School of Kinesiology – Exercise Science

The MU Committee on Scholarly Works and Creative Activities recently awarded Lauren Craycraft a Creative Discovery and Research Award for spring 2021. Her mentor is **Dr. Kumika Toma**.

Department of Social Work

The Social Work department received Year 3 of the Statewide Opioid Response (SOR) grant for \$180,000, **Professor Jo Dee Gottlieb** is the PI, who also chairs the department. The purpose of this award is to provide clinical services through the College behavioral health clinic, provide outreach to schools including training for personnel focusing on trauma and provision of trauma tool kits, and to provide clinical supervision to potential LICSW candidates. The department also received notification of award of the Title IVE grant in the amount of \$408,000 for 2020-21. The purpose of the grant is to provide stipends to future DHHR child welfare employees for completion of social work degrees (tuition also for MSW students), to provide training for current DHHR child welfare workers, and, to provide training for potential foster and adoptive parents.

Department of Communication Disorders

A grant of \$50,000 AEP was received in October which will support the STEM: Speech Language Pathology Simulation Lab and summer camp for HS juniors and seniors. <https://www.marshall.edu/news/2020/11/16/aep-foundation-awards-50k-grant-to-huntington-scottish-rite-foundation-in-support-of-mu-department-of-communication-disorders/>

VIRTUAL Graduate Open Houses:

The department held 2; both successful and resulted in more graduate applications. The department received 103 applications, the deadline is January 15. This program is highly competitive – there are only seats available for 35 graduate students.

The MU Committee on Scholarly Works and Creative Activities recently awarded **Kayleigh Coleman** and **Haylie Bryant** Creative Discovery and Research Awards for spring 2021. Kayleigh's mentor is **Dr. Arianna Rigon** and Hailey will be working with **Dr. Carrie Childers**.

COLLEGE OF LIBERAL ARTS

DEAN: Robert Bookwalter

The College of Liberal Arts continues to provide excellent education, even in the most difficult circumstances. This fall term brought a significant shift in how we work with students. We increased online offerings by 150%; we moved about 2/3 of the classes that would normally be in person to virtual delivery models; approximately 1/3 of our courses were conducted in person, and that was done in reduced capacity classrooms.

In response to enrollment and budgetary reductions we have been challenged to reduce section offerings by 22% by Fall 2021. COLA programs have reduced the number of Core II general education classes by 27% and the total number of in-load COLA classes by 23% this fall. In short, **COLA has exceeded the fall 2021 target one year early.**

Despite these challenges, **COLA classes served 12,184 enrollments this fall.** That is just 1.5% below the 4 year average for fall term – well within the margin of error. We served those enrolled students with 14% fewer full time faculty than we had last spring, having lost 20 faculty members (reducing labor costs by nearly \$1 million), and 14 other full-time faculty in the previous 5 years.

Our programs remain strong and continue to grow. Most notably the Geography department has developed partnerships - 2+2 programs with community colleges in the US, Canada and Micronesia - to bring new students to their online degree program. As a result the department saw 42% growth in majors since last spring.

The Psychology department has seen 9-10% growth in majors - BA, MA, and PsyD - over the past 3 years. The Psychology faculty have authored dozens of grants aimed at expanding rural mental and behavioral health services, providing treatment for substance abuse disorders, building programs for children, and building a path for rural West Virginians to transition successfully from high school to college.

Across the college COLA faculty have carried on their significant community service contributions. Our faculty serve on --- governing boards for local agencies such as Contact, Branches, Cabell County Library, Huntington Museum of Art, WV Public

Broadcasting, River Valley Child Development Center, and the Glenwood Foundation. They lend their expertise and energies to WV Humanities Council, Pretera, A Children's Place, Harmony House, Cabell County Schools, and WV DHHR. They have earned grant funding for projects such as the City Mission, Bright Futures Academy, Camp Appalachia, Movable: Narratives of Recovery, and the Keith Albee Theatre.

COLA students and faculty have pursued meaningful scholarship. Two COLA students have been awarded spring research grants through the John Marshall Scholars program; **Austin Bailey** and **Abir Benamir** will pursue semester long research projects, under the supervision of faculty mentors. Three COLA faculty have been awarded summer research grants through the John Marshall Scholar program: **Rachael Peckham**, **Stefan Schoeberlein**, and **Laura Michelle Diener** will receive summer support to move their book projects closer to completion.

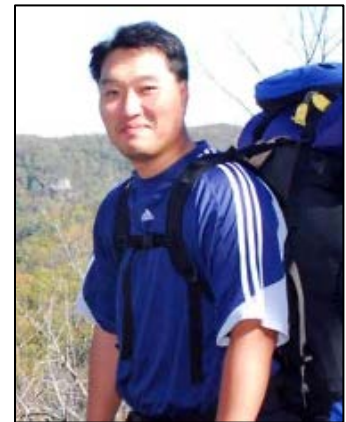
Classroom excellence is a core value in COLA, and five COLA faculty members are finalists for the top teaching awards at the university: **Dan Holbrook** and **Jill Treftz** are finalists for the Marshall & Shirley Reynolds Award for Excellence in Teaching; **Kristen Lillvis**, **Zelideth Rivas**, and **Slav Gratchev** are finalists for the Charles Hedrick Outstanding Faculty Award.

In every unit on our campus and every corner of our community has been severely tested during the pandemic. We have designed and implemented rapid change with rapidly diminishing resources. We have asked our faculty and staff to do more with less in a shorter period of time than we have ever done. They have met this challenge while maintaining our standards of excellence in the teaching, scholarship, and service.

COLLEGE OF SCIENCE

DEAN: Charles Somerville

Dr. Min Kook Kim, Associate Professor of Natural Resource and Recreation Management (NRRM), in the Department of Natural Resources and the Environment (NRE), recently published a peer-reviewed article in the *Journal of Park and Recreation Administration* (JPRA). The article, which is entitled *Geographically Weighted Regression to Explore Spatially Varying Relationships of Recreation Resource Impacts: A Case Study from Adirondack Park, New York, USA*, presents information on the use of predictive modeling to determine how the modes of use of park lands impacts their ability to support future use. JPRA is one of the premier journals in the field of parks and recreation management, and this publication demonstrates that the NRRM program at Marshall University is competitive with the best programs in the country.



The Department of Cyber Forensics & Security (CFS) has entered into a new contract with the Department of Homeland Security (DHS) via the DHS Science and Technology Directorate. Ongoing work with DHS has targeted the importation of illegal drugs into the United States. The new S&T contract expands on some of those initiatives, and adds new cyber training and technology development. The principal investigator for the new contract is **Associate Professor John Sammons**, who also serves as Chair of CFS. The value of the new contract is \$3 million over a three-year performance period.

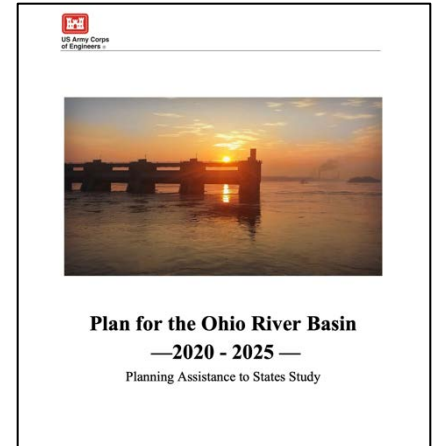


The Department of Mathematics (MTH) is home to a large, diverse, and very talented faculty. MTH faculty have been repeatedly recognized among the best teachers in the university, and they are also highly active in both research and university service. MTH faculty and students have risen to the challenges of 2020, and have remained both engaged and productive. Here are some of their recent achievements:

- **Dr. Michael Otunuga** has been selected as a John Marshall University Scholar for Summer 2021. The title of his project is, “Estimating the time-dependent transmission, recovery, temporary immune rates and reproduction number for the **COVID-19** virus using a stochastic *SEIRS* epidemic model with vital dynamics”. His work is designed to model the number of COVID-19 cases in the United States using his patented local lagged adapted generalized method of moments (*LLGMM*) scheme in a stochastic susceptible-exposed-infectious-recovered-susceptible epidemic (*SEIRS*) model.
- **Mr. Joel Krznic**, a senior in the Applied Mathematics major was awarded a WV NASA Student Fellowship. Joel will work on modeling and forecasting of the Covid-19 data for the United States in spring 2021 under the supervision of **Dr. Michael Otunuga**.
- **Dr. Elizabeth Niese** had a research paper, titled “On quasisymmetric power sums”, accepted for publication in the Journal of Combinatorial Theory, Ser. A, Volume 175, 2020. She also submitted a manuscript, “Combinatorics of the immaculate inverse Kostka matrix”, for publication in November, 2020.
- **Dr. Alaa Elkadry** had a paper published in October, 2020 in the Journal of Statistical Theory and Practice. The paper is titled “Hypothesis Testing when Data sources are Uncertain”.
- The Math Department, under the arrangement and supervision of **Dr. Michael Schroeder**, successfully organized a completely online student capstone poster presentation scheduled for Wednesday, January 2, 2021.
- **Dr. Andrea Duhon** has been asked to be the North Carolina State University Diversity in STEM symposium key note speaker which will be taking place in February 2021.

In 2009, representatives from the US Army Corps of Engineers (USACE), the Ohio River Valley Water Sanitation Commission (ORSANCO) and the US Environmental Protection Agency (EPA) met to discuss the need for a unified voice in the Ohio River Basin (ORB) in order to compete effectively for federal investment to protect, restore, and develop the vast water resources in our region. That meeting led to the formation of the Ohio River Basin Alliance (ORBA). In September 2020, ORBA announced the release of the *Plan for the Ohio River Basin*, a strategic plan comprised of six overarching goals and associated strategic actions. On December 3rd ORBA representatives met with Major General Robert Whittle, Commander of the USACE Great Lakes and Ohio River Division, and commanders of the Pittsburgh, Huntington, Louisville, and Nashville districts, to discuss steps toward achieving the goals of the plan. ORBA anticipates that implementation of the plan will lead to both economic and environmental benefits for the people of the basin. College of Science Dean, **Dr. Chuck Somerville**, has served on the ORBA Steering Committee since 2010. He chaired the steering committee from August 2013 to March 2016, and again from October 2018 to October 2020. Chuck is now serving as the Past Chair, and is a member of the implementation working group on Knowledge Informed Decisions. The ORB strategic plan can be found at:

https://www.lrl.usace.army.mil/Portals/64/docs/CWProjects/Planning/Plan%20for%20the%20Ohio%20River%20Basin_FINAL.PDF?ver=JtbtZ8uJekORg-VkSaeVmw%3d%3d



LEWIS COLLEGE OF BUSINESS

DEAN: Avinandan Mukherjee

Marshall University's Lewis College of Business (LCOB) announces its new Doctor of Business Administration (DBA) program to be launched from Fall 2021. DBA programs are research-based, post-graduate degree programs offered by business schools that develop leaders for the advancement of business and society. Participants are able to combine a disciplined approach to scholarship with a focus on practice to pursue business and academic careers that require more advanced research skills and qualifications.

There are three target markets for DBA programs. The first is successful business professionals with many years of experience at

increasing levels of responsibility who are seeking a new challenge. These people often have an MBA or other graduate degree and want to distinguish themselves by pursuing a doctoral degree. A second major target market for the proposed DBA program is business educators who want to enhance their academic credentials. These individuals may not be able to spend several years without a salary to participate in a full-time doctoral program, and they may prefer a hybrid DBA program during which they can remain employed. The third target market is international participants who want to pursue a doctoral degree from an accredited American business school.

Currently there is no DBA program from an AACSB-accredited business school in West Virginia. However, many universities around the world offer DBA programs including some that are AACSB accredited. The primary difference between a PhD and a DBA is program orientation and intended outcome. In general, the focus of a PhD program is to develop new theory, whereas the focus of a DBA program is to apply theoretical knowledge to the advancement of business practice. Both PhD and DBA programs require original research culminating in the creation and defense of a dissertation. A DBA dissertation examines a practical business problem that is relevant to business managers and scholars.

The DBA program at Marshall University is part of the Brad D. Smith Graduate School of Business housed in the Lewis College of Business. This program is an integral element of the re-imagining of the College, facilitated by the transformative gift from Brad D. and Alys Smith in November 2018. Some competitive features of the proposed DBA program include:

- Affordable pricing at \$850 per credit hour that makes it a low-cost alternative to other AACSB accredited DBA programs and a high-value alternative to similarly-priced, non-AACSB programs;
- Convenience for participants with only five face-to-face visits per year;
- Accounting, health care management, and management and entrepreneurship concentrations that participants can choose from; and
- A dissertation committee that includes a professional to enhance the research's relevance to practice.

The mission of the DBA program at Marshall is to equip participants with the theoretical foundation and research skills needed to address cutting-edge business issues that apply to high-demand sectors of the economy. The mission statement of the proposed DBA program supports the mission of the Lewis College of Business with its emphasis on preparing participants to become successful business professionals advancing economic development throughout West Virginia and beyond. The program's mission is also consistent with the college's mission by emphasizing a commitment to applied scholarship. The DBA program will leverage the College's already very successful portfolio of graduate programs, including the Master of Business Administration (MBA), Master of Science in Accountancy, Master of Science in Health Care Administration,

Master of Science in Human Resource Management, Master of Science in Health Informatics, and Master of Science in Information Systems.

The Marshall University DBA program is a research-based doctoral program that combines a disciplined approach to scholarship with a focus on compelling problems of practice. Participants will study seminal and contemporary business literature to develop research questions in their areas of interest. They will perform literature reviews, design and perform research studies, analyze data, and draw relevant conclusions that impact economic development and business innovation. Participants will choose a concentration that focuses on one broad business area, and they will be required to complete a proposal and dissertation as part of the program.

The college will admit participants to the program every fall semester in a cohort group. All candidates for the DBA program must satisfy MU requirements for admission and be admitted to the Marshall University Graduate College. The admission process for the DBA program will be competitive and will emphasize academic ability, professional work experience, and other indicators of potential for program success.

The DBA program is a 66-credit hour program extending over three years with the course work completed during the first two years. Courses relate to current research issues in business; research design, methods, and statistics; and one of three concentration areas including accounting, health care management, and management and entrepreneurship. The third year is devoted to the completion of the dissertation. The DBA dissertation will need to show relevance, be tied to appropriate scientific literature, and have appropriate methodology and analysis to support the conclusions drawn. It is expected that research at the doctoral level will make a contribution to knowledge in the participant's discipline and that it will demonstrate the participant's ability to develop and carry out independent research. Each participant's dissertation committee will consist of two faculty members, including the chair, and a business professional.

Classes in the DBA program will be delivered using the hybrid method that includes both online and face-to-face interactions. The face-to-face portion of the classes will be scheduled to meet approximately two times each during the fall and spring semesters, and once in the summer semester. These face-to-face classes will be scheduled on Fridays and Saturdays and will consist of approximately 12 to 15 hours of instruction. The remainder of the instruction and coursework will be completed online using Marshall's MUOnline learning platform. These online courses will be delivered asynchronously so that each participant may work at a personal pace. Participants will be required to possess a personal computer that is compatible with MU software for completion of the coursework.

The DBA program launch have been a collaborative effort among many.

Dr. Doohee Lee is the new director of the program. Dr. Lee is a Professor in the Department of Management and Health Care Administration, Brad D. Smith Graduate

School of Business, at Marshall University. He earned his Ph.D. in Management and Policy from the University of Texas, School of Public Health in 1999 and joined the faculty of Marshall as an Associate Professor in 2009. He previously taught at Cleveland State University and Columbus State University. Dr. Lee has taught numerous courses in the area of health care management and policy for the past 20 years. Dr. Lee has diversified research interests including health care leadership, pharmaceuticals, health information technology, and health disparities. His works in health services research specifically investigate various contemporary issues associated with cost containment, quality of care, and equity. He has published over three dozen scholarly journal articles (mostly empirical studies) that have appeared in journals such as Health Care Management Review, American Journal of Health-System Pharmacy, Health Services Management Research, Journal of Health and Human Services Administration, International Journal of Pharmaceutical and Healthcare Marketing, and AANA Journal.

The DBA development task force was chaired by **Dr. Nancy Lankton**, Associate Dean of Accreditation and Strategic Initiatives. Members of the task force included faculty members **Richard Agesa, Nabaneeta Biswas, Alberto Coustasse, Doohee Lee, Jean Price, and Uday Tate**. This task force developed the Intent to Plan, the Program Addition, and the Course Additions for the program.

The DBA Launch task force was recently formed with the explicit goal of ensuring a successful start of the program. This task force is chaired by the director, **Doohee Lee**, and includes faculty members **Monica Wei** (associate director), **Kevin Knotts, Jamey Halleck, Tim Bryan, Amanda Thompson-Abbott, Mohammad Karim, Yi Duan, and Anil Gurung**.

More information about the DBA program at Marshall can be found at:

<https://catalog.marshall.edu/graduate/programs-az/business/business-administration-dba/>

More information about DBA programs can be found at:

<https://www.aacsb.edu/~media/AACSB/Publications/research-reports/the-promise-of-business-doctoral-education.ashx>

Information about our Research can be found at:

<https://www.marshall.edu/cob/files/2020/10/Herd-Business-Research-Review-2018.pdf>

<https://www.marshall.edu/cob/faculty-research/>

Women Entrepreneurship Week 2020 – A Weeklong Virtual Celebration of Women Entrepreneurs

Marshall University hosted its 2020 Women Entrepreneurship Week celebration from Monday, November 9 to Friday, November 13.

Women Entrepreneurship Week started seven years ago at Montclair State University in Montclair, New Jersey and is now a global movement. In 2019, 242 universities from 32 countries joined the celebration.

The Lewis College of Business first brought Women Entrepreneurship Week to Marshall University in 2017, with a panel discussion featuring women entrepreneurs hosted on both the Huntington campus and South Charleston campus.

In 2019, the Center for Entrepreneurship and Business Innovation (iCenter), which is housed within the Lewis College of Business and was founded in 2018, hosted the week. The week started with a women's entrepreneurship mini-conference featuring panels on small business innovation and corporate innovation and culminated in a Women's Entrepreneurship Luncheon co-hosted with the Women's Business Enterprise Council Ohio River Valley featuring Brad D. Smith, Executive Chairman of Intuit, as a keynote speaker.

For Women Entrepreneurship Week 2020, the Lewis College of Business iCenter teamed with their partners in the Marshall University Entrepreneurship Ecosystem, the Brad D. Smith Business Incubator and the Robert C. Byrd Institute for Advanced Manufacturing (RCBI), to curate a full week of programming celebrating, educating, and promoting women entrepreneurship.

The week featured 11 women entrepreneurs who shared their experiences, expertise, and advice on two panel discussions and three workshops. Due to Covid-19 concerns, all events were hosted virtually via Zoom.

Three W.I.S.E. Women Panel Discussion:

Women in STEM Entrepreneurship

Andrea Bourdelais, CEO of Level 1 Fasteners, Phoebe Patton Randolph, Partner and Principal Architect at Edward Tucker Architects, and Laura Riegel, owner of Blue Ink Technology and RDI, served as panelists, with Tricia Ball, Associate Director of

the iCenter and Brad D. Smith Business Incubator, moderating.

The panelists discussed their journeys to entrepreneurship from careers in STEM fields, what motivates them, and how they ensure their businesses are continuously innovating. They also offered advice on how to start a business, manage work/life balance, and remain confident as a woman in a STEM field.

Entrepreneurship in the Time of Covid-19 Panel Discussion

This panel discussion was the first track of the WV Entrepreneurship Ecosystem Virtual Symposium, made possible by the Claude Worthington Benedum Foundation, Encova Foundation of West Virginia, and Appalachian Regional Commission.

The panel featured Kim Donahue, Charleston Branch Manager of the West Virginia District Office of the U.S. Small Business Administration, Debra Martin, State Director of the West Virginia Small Business Development Center, Ursulette Huntley, Executive Director of Unlimited FutureInc., and Sarah Biller, Director of Vantage Ventures at West Virginia University. The panel was moderated by Tina Metzger, Executive Director of the New Biz Launchpad at Eastern West Virginia Community & Technical College.

The panelists discussed trends in entrepreneurship during the pandemic, unique challenges entrepreneurs are facing, what front line services are available, and projects that can be funded through the CARES Act.

Virtual Entrepreneurship Workshop

Lorre Wilson, the EXP Real Estate Broker for the state of West Virginia, discussed her experience opening a cloud-based brokerage in 2018. During her workshop, Lorre explained how entrepreneurs can leverage cloud-based software to start and grow their businesses. Lorre also illustrated how entrepreneurs can build and maintain client relations virtually.

Goal Setting Workshop

Julie Hewett, Certified MAPS Business Coach, provided a workshop on goal setting. Julie's workshop focused on how to set a goal and ways to have a relationship with the goal to ensure success. She walked through various goal setting tools that assist with managing and executing both personal and business goals.

Branding 101 Workshop

Friday, November 13 at 9 am

Cynthia Krantz, Mezzo Creative Founder and President, offered a workshop titled, "Branding 101: Branding Basics for Entrepreneurs." Her workshop provided the insight and knowledge Cynthia has gained through her experience in the marketing industry. She offered best practices regarding brand guides, optimizing social media marketing, and blogging.

Sales Networking Day Event Summary

On November 12, 2020, the Transformative Sales and Service Excellence Center ("The Sales Center") hosted their first ever event, the inaugural Sales Networking Day. This panel event, which held a panel of sales executives and experts from fields including medical device sales, financial services, supply chain and logistics, real estate, construction, and consumer products, allowed students to hear about real-world sales

experiences. The panelists answered questions that regarded what it's like to be in sales, and how to be successful in this growing field. It gave students an opportunity to listen, learn, and network with a high-power panel of sales professionals.

The Sales Center's primary objective is to transform the region by preparing the next generation of sales and service leaders. The Sales Networking Day event allowed the Sales Center to represent those objectives. The event brought important insights about how to be a great salesperson. The Marshall University Sales Center is here to jumpstart the careers of students at Marshall University through realistic role plays, hosting sales competitions, workshops, and more. The Sales Networking Day illustrates the connection between academia and industry.

The panel was made up of 11 people from different fields of sales. The represented companies were Abbott Laboratories, Classic Construction, McLane, Northwestern Mutual, Realty Exchange, and Techtronic Industries (TTI). Each company brought one to two representatives. From Abbot was Steven Dickinson and Tony Dipaola; Steven is a Regional Director at Abbott and Tony is a Senior Sales Manager, both carrying over 10 plus years of experience. From Classic Construction was Chase Ward and Brad Eldred; Chase is the Vice-President of Classic Construction and Brad is a senior estimator. From McLane, Sean Luce, a Regional Sales Director at McLane and Grant Demers, the VP of Sales, Mass & Club joined. Financial Advisor Wesley Sears and Recruiting Coordinator Lydia Waybright came from Northwestern Mutual. The owner of Realty Exchange, Shane Radcliff, appeared on the panel as well. Shane is a licensed realtor in Ohio, Kentucky, West Virginia, and Florida. Last but not least, the final two panelists of the event were Nick Barthel and Cole Thomson. Nick is a Territorial Manager at TTI and Cole is a Marketing & Sales Representative. The Sales Networking Day Event had an attendance of about 60 participants including students and faculty. The virtual event connected a handful of students with job opportunities in companies that could utilize the talent of Marshall University students.

Some of the main questions that were fielded by the panel showed that being a good person is a vital role in being a good salesperson. Those that are more self-motivated, passionate, kind, and hold the soft skills are more likely to do well in a sales position. Building relationships and problem solving were also emphasized skills by the panelists. Being able to solve problems in a helpful way creates trust and builds a relationship with the buyer. Selling today is more than a transaction, it's an experience. By delivering an exceptional experience along with the selling of a product/ service, through communicating and helping the buyer through the process, more value is added to the product or service. Students were advised that sales is an ever-changing environment and a salesperson, regardless of from which industry, faces new and different things every day. Students were also given tips on how to stand out in the job market, how to handle objections and rejections in sales, and how to maintain a positive attitude toward pursuing a career in sales.

SCHOOL OF PHARMACY

DEAN: Gayle Brazeau

Outreach and Development

- MUSOP, in partnership with Fruth Pharmacy, hosted a drive-thru COVID-19 saliva test and flu shot clinic on November 7th.

Student/Alumni Update and Accomplishments

- **Dr. Caitlyn Thompkins** (Class of 2020) was published in the December issue of Pharmacy Times. She co-authored, "CAR-NK Cell Immunotherapy Demonstrates Potential for Treating Patients with Relapsed or Refractory Lymphomas" with Dr. Jerry A. Barbee, Jr., and Dr. Glenn Schulman.
- MUSOP P4 students, **Taylor Riedel** and **Alexandria Lewis** collaborated with **Dr. Tyler Clay**, MUSOP Clinical Assistant Professor and MUSOP class of 2017 graduate, and fellow St. Mary's Pharmacists, Drs. Robert Hay and Kara Orwig on a poster that was presented virtually at the ASHP Mid-year Meeting. The poster was titled, "Evaluation of the Appropriateness of Antibiotic Duration at Hospital Discharge."
- **David Findley** (Class of 2022) collaborated with **Dr. Michael Hambuchen**, MUSOP Assistant Professor, and Dr. Michael Berquist of the University of Arkansas for Medical Sciences, on an article titled, "Methamphetamine-Induced Open Field Behavior and LD50 in *Periplaneta americana* Cockroaches (Blattodea: Blattidae)." The article was published in the November issue of the *Journal of Economic Entomology*.
- MUSOP inducted 14 new members into our chapter of Phi Lambda Sigma, a national pharmacy leadership society, on November 13th. The 12 students are **Paul Blankenship, Sierra Cleland, Will Foster, Kyler Hazelett, Marena Jenkins, Paige Moore, Beth Porter, Caroline Putnam, Cameron Rice, Hanna Rinker, Cheyenne Weakley, and Francis Wright**. **Lisa Nord**, R. Ph., MUSOP Assistant Professor was inducted as well, along with long-time WV pharmacist Fran D'Egidio, who became an honorary inductee.

Employee Accomplishments

- **Dr. CK Babcock**, Clinical Associate Professor in the Department of Pharmacy Practice, Administration and Research was selected to receive the national 2021 American Pharmacists Association Generation Rx Award of Excellence. The award recognizes a pharmacist that has demonstrated a commitment to the mission of substance abuse education. Dr. Babcock is recognized as having a broad impact on patients through his efforts to implement drug abuse and misuse educational programs. His nominators shared stories from patients and health care professionals highlighting these efforts, which led to personal change for the patients he has served. His collaboration with other health care

professionals is extensive, and his community service exemplifies the criteria for this award. ACPE UAN 0072-9999-20-056-L06-P

- **Dr. Craig Kimble** and **Dr. Charles Babcock** presented “Covid-19 Vaccines: What Can West Virginia Pharmacies Do Now to Prepare?” at the West Virginia Pharmacists Association 113th Annual Meeting. November 15, 2020 to a statewide and regional audience.
- **Dr. Tyler Clay** was elected to a 2-year term as the Institutional Director position with the WVPA Board of Directors in November.
- **Dr. Craig Kimble** completed his term as Immediate Past President of WVPA and was elected to a 2-year term as Director at Large for the Board of Directors in November. He also completed his tenure as the chair of the planning committee for the WVPA Annual meeting in November.
- **Dr. Craig Kimble** co-authored a publication with Coustasse A, and Maxik K. “Considerations on the Distribution and Administration of the new COVID-19 Vaccine” in the *International Journal of Healthcare Management (YJHM)*. December 2020. Article ID: YJHM 1859778.
<https://doi.org/10.1080/20479700.2020.1859778>.
- **Dr. Brittany Riley** co-authored an article in the American Journal of Pharmaceutical Education entitled, “Using a Modified Delphi with Skills Laboratory Faculty to Define Essential Skills for Pharmacy Graduates.” November 2020, ajpe848114; DOI: <https://doi.org/10.5688/ajpe848114>. Her co-authors were Jeanne Frenzel, Brandon Nuziale, Courtney Bradley, Jordan Ballou, Kimberley Begley, and Krista Donohoe.
- **Dr. Jennifer Sparks** received board certification in Infectious Disease.
- **Dr. Melinda Varney** co-authored an article in the journal *Vaccines* titled, “Innate and Adaptive Immune Responses against Bordetella pertussis and Pseudomonas aeruginosa in a Murine Model of Mucosal Vaccination against Respiratory Infection.” Her co-authors were Catherine Blackwood, Emil Sen-Kilic, Dylan Boehm, Jesse Hall, Ting Wong, Shelby Bradford, Justin Bevere, William Witt, F. Heath Damron, and Mariette Barbier.
- **Dr. Omar Attarabeen** and **Ms. Karen Doss** completed the 2020 Cohort of the John Marshall Leadership Fellows Program (JMLFP), presenting their group projects on November 18th.
- **Dr. Chris Booth** was selected to participate in the 2021 JMLFP cohort.
- **Dr. Gayle Brazeau** presented, “Marshall University School of Pharmacy: We are Pharmily” to the Huntington Rotary Club on November 16, 2020.
- **Dr. Gayle Brazeau** is presenting a session for the AACP Global Academic Leadership Fellows Programme (GALFP).
http://academic_institutional_membership.fip.org/media/pdf/GALFP-Flyer-2020.pdf The GALFP seeks to cover four main themes: 1. Leadership discovery (self and teamwork) 2. Leadership skills for higher education 3. Leading change in higher education 4. Refining self and current trends. Leading experts from the region and around the world will deliver a high-quality leadership programme to

future Global Academic Leadership Fellows over two years. Confirmed GALFP speakers include: – Ryan Darby / CEO, HabitTechnologies.com/MondayStrong.com, USA – Ghaleb A. El Refae / president, Al Ain University, United Arab Emirates – Khairi Mustafa Salem / dean, College of Pharmacy, Al Ain University, UAE – Todd D. Sorensen / associate dean for strategic initiatives & innovations, Department of Pharmaceutical Care & Health Systems, University of Minnesota, College of Pharmacy – Mohamad Rahal / dean, School of Pharmacy, Lebanese International University, Lebanon – Sherief Ibrahim Mohamed Ahmed Khalifa / dean, College of Pharmacy, Gulf Medical University, UAE – Rula Darwish / professor, Faculty of Pharmacy, University of Jordan, Jordan – Ralph Altieri / dean, Skaggs School of Pharmacy and Pharmaceutical Sciences, University of Colorado, USA – **Gayle A. Brazeau / dean, School of Pharmacy, Marshall University, USA** – Pierre Moreau / dean, Faculty of Pharmacy, University of Kuwait, Kuwait – John A. Pieper / president, St. Louis College of Pharmacy, USA

- **Dr. Gayle Brazeau** was appointed to the Board of Directors of the American Red Cross – Central Appalachia Region

STUDENT AFFAIRS & INTERCULTURAL AFFAIRS

VICE PRESIDENT: Maurice Cooley

Community Engagement:

- Participated in the #OneMarshallU campaign to promote how to more effectively communicate with one another in times of division, discord, and polarization. This department also partnered with the **United Way** to conduct the **annual MU workplace campaign** to benefit causes such as: hunger, homelessness, job readiness, and education.

Counseling Center:

- The center has served 638 students with 2,780 appointments this semester; also, the staff recently hired a contract counselor through the WV HEPC Mental Health Grant (she is a woman of color, which is a need for students on campus as they often request a counselor that's a POC).

Disability Services:

- Developing a **confidential reporting system** through MUBERT to code/track all students registered with the Disability Services office; this system provides the ability to run many reports, as well.

Fraternity & Sorority Life:

- In providing oversight and compliance requirements, all university Greek chapters are now submitting highly detailed and individualized **Chapter Accreditation Program report** data for this fall semester. Pillars for this program include: academics, programs, virtual meetings, community service, conduct, COVID-19 policy awareness, and organizational management.

International & Intercultural Affairs:

- LGBTQ+ staff hosted a **“Drive-In Drag Show”** on October 30th and participated in **Transgender Day of Remembrance** virtually on November 20th; also supported SA Stress Relief Week events.
- Center for African-American Students partnered with **MU Black Alumni to host “Homecoming Night of Soul”** last month; also working with MUBA to create a new mentorship program.
- **International Affairs** is partnering with Admissions/International Student Services are to create a new on-boarding process to launch in Fall 2021 with a goal to increase the number of accepted students who transition out prior to arrival (ultimately increasing our international enrollments)
 - Also working with Admissions/International Student Services and the COLA English Language Institute to create a pre-arrival online orientation for students.
- Currently surveying the international student population to gather contact info, COVID-related Travel Information for Fall/Winter breaks, and Spring 2021 program suggestions.

Louis Stokes Alliance for Minority Participation (LSAMP Grant Program):

- **Completed initial membership drive totaling 108 underrepresented STEM students** (a 100% increase from last year); partnering with Dr. Richard Egleton in Biomedical Sciences to provide Spring 2021 and Summer 2021 undergraduate research experiences to LSAMP students.

Military & Veterans Affairs:

- **The inaugural “Mission 22 Challenge” for Veterans Day** was a success with 32 participants, including 9 staff members; top performer completed 67 push-ups (more than tripling the goal).

MU Wellness, Women’s & Gender Center, and Violence Prevention & Response:

- The Wellness Center is collaborating with multiple partners on **Stress Relief Week, Domestic Violence Awareness Week, Gro Marshall, and Freshman Interest Group**; staff is also providing **TIPS alcohol prevention training** to sororities and fraternities for Spring 2021.
- The Women’s & Gender Center engaged students in a variety of self-care and wellness-related DIY activities for **Breast Cancer Awareness Month, Love Your Body Day, and Stress Relief Week**. The Center also provided sexual health giveaways and information about sexual healthcare access and resources during the **“Marshall Mash” campus crawl**.
- Violence Prevention & Response is partnering with Fraternity & Sorority Life to develop peer educator **bystander intervention training sessions for Spring 2021**; also developing an optional training for faculty and staff on bystander intervention and how to properly intervene.

Student Activities:

- For the **annual Homecoming Court competition**, the office saw a 22.22% increase in applications over last year with an increase in diversity & class standing to better represent the student body. Candidates participated in predominantly virtual campaigns; both the court reveal and the announcement of **Mr. and Miss Marshall** were live reveals on the main Marshall Facebook page (both reached well over 10,000 people).
- In-person programming was limited this semester but our **8 Paint & Sip sessions saw 200 students** (72% had never attended a Paint & Sip before & 44.5% of those attending were commuters).

Student Advocacy:

- **Received a \$5,000 grant from CSX for student financial hardships**; staff has reviewed 100+ student personal and family hardship alerts from professors this semester.
- **GEAR UP** obtained extension funding to build a laptop library to be used by GEAR UP students who are having technological difficulties at the MOVC and Huntington campuses; GEAR UP also negotiated a contract that allows all students to be trained in resilience through Leadershape.

Student Conduct:

- In honor of **Community Policing Week** in October, staff partnered with Housing & Residence Life, WMUL, and MUPD to host a live remote broadcast from the Memorial Student Center with Chief Terry and Lieutenant Parker on-site to answer student questions; students were also encouraged to stop by the live remote table to ask questions and pick up literature about policing month.
- This month we have seen a continuous number of student referrals for varying degrees of **COVID 19 related non-compliances** with campus health and safety guidelines.

Student Government Association:

- SGA hosted a beautiful socially-distant **Memorial Ceremony** to honor the 75 on the 50th anniversary of the November 14, 1970 tragedy.

Student Involvement & Leadership:

- Student organization COVID-19 guidelines have been re-evaluated and updated to prohibit all in-person meetings until further notice; also, currently planning Spring 2021 trainings and events.

Intercultural Affairs:

Continuation of building specialized/ integrated programming with the MU School of Medicine to increase pre-med minority student admission to medical school. **The fall semester saw the development of a MAPS (Minority Association for Pre-Medical Students) Chapter and PMAP (Pre-Med Mentoring and /Advising Program.).** PMAP also involves **MCAT Prep classes weekly** from Nov-June, delivered by contracted physician, **Dr. Melinda Walford**, now enrolling 13 minority students on this pathway to a June 2021 MCAT exam.

Annualized Society of Black Scholar's Learning Projects launched, involving "truth telling" intensive writings and video productions on three subject areas: **Racism, The Black Experience, and White...Black Privileges.** Materials will be professional consolidated and available to university leadership for the purpose of study and planned campus cultural/race developments.

MU Internal Audit

BOG Informational Report

December 17, 2020

1 ACTIVITIES SINCE LAST MEETING

- A. Advisory Services – CARES Act Reporting, Internal Reporting Automation, and Equipment Disposal Form update.
- B. Audit Projects – NCAA Agreed Upon Procedures finalization, Departmental Audit completed.
- C. Other – Miscellaneous tax and accounting research, Fringe Benefit Proposal review.

2 ACTIVITIES PLANNED BEFORE NEXT MEETING

- A. Departmental Procedures assistance.
- B. CARES Act Reporting for Calendar 2020.
- C. Adhere to planned activities in the approved Audit Plan, and Continued Monitoring of Institutional Activities.
- D. Other Audit and Consulting projects as requested.

3 PROFESSIONAL DEVELOPMENT ACTIVITIES

- A. ACUA – Current Topics in Higher Education.
- B. ACUA – Auxiliary Enterprises Review.



MARSHALL UNIVERSITY
JOAN C. EDWARDS SCHOOL OF MEDICINE
BOARD OF GOVERNORS REPORT

December 17, 2020

1. COVID vaccine distribution underway in tri-state

The state has designated five COVID-19 vaccine distribution sites in West Virginia, with Cabell Huntington Hospital serving as one of those. The infectious disease team at Marshall Health is taking a leading role in distribution through the Cabell site which will distribute the vaccine to other hospitals and facilities throughout the region. The West Virginia National Guard will be in town managing distribution of the vaccine. Distribution has begun based on the following phases:

- Phase 1a – Health care providers who provide direct care for COVID-19 patients; nursing homes
- Phase 1b – Emergency/first responders, public health officials; pharmacy
- Phase 1c – Other hospital and outpatient healthcare personnel
- Phase 1d – Teachers and government
- Phase 2 – General populace

Additionally, Dr. Deb Koester, PhD, DNP, an assistant professor of family & community health and director of the Division of Community Health at the School of Medicine, has been appointed to the WV Joint Interagency Task Force for COVID-19 vaccine distribution.

The vaccine plan in West Virginia aligns closely with the CDC. In general, the vast majority of vaccine side effects occur soon after vaccine administration and relatively uncommon side effects occur after 60 days. Thus far, according to Chief of Infectious Disease, Kara Willenburg, MD, the data is very promising and exciting for a safe and effective vaccine.

2. COVID-19 clinical trial ongoing at Marshall Clinical Research Center

Marshall University researchers, led by PI Uma Sundaram, MD, launched a new study to determine whether an open label, activated charcoal regimen impacts the severity of symptoms in COVID-19 positive patients. The study, administered by the Marshall Clinical Research Center at the Joan C. Edwards School of Medicine, monitors the symptoms of participants over a two-week period. Study participants take the medication provided as instructed and report symptoms to study administrators during weekly calls. The medication is shipped overnight directly to patients by Marshall Pharmacy.

3. Continuing medical education program receives renewed accreditation

The School of Medicine has been reviewed by the Accreditation Council for Continuing Medical Education (ACCME®) and awarded full accreditation status for four years as a provider of continuing medical education (CME) for physicians. Accreditation in the ACCME System seeks to assure the medical community and the public that the Marshall School of Medicine delivers education that is relevant to clinicians' needs, evidence-based, evaluated for its effectiveness and independent of commercial influence.

4. School of Medicine launches MD Early Assurance Program

In collaboration with the Office of the Provost, the School of Medicine is one of three Marshall University schools to launch new early assurance programs. Through the MD Early Assurance Program, qualified Marshall University students can receive a guaranteed spot in a competitive graduate program early in their undergraduate career and bypass the MCAT. The program is open to both in- and out-of-state students.

5. Physician Assistant program announces inaugural class

The new Physician Assistant program will welcome its inaugural class in January 2021. The class consists of 25 students; nearly 600 applied during the program's first application cycle.

- 52% in-state/48% out-of-state
- 28% male/72% female
- 20% are Marshall University alumni

6. Request for Funding from the Governor's Office

The School of Medicine recently requested CARES funds through the Governor's Office to help offset some of the additional expenses it has incurred as a result of COVID-19. We are thankful for the support of Marshall University leadership for helping us move this request forward.

Suggested Reports:

Academic & Student Affairs Committee:

- Bullet #2: Clinical trial
- Bullet #3: ACCME accreditation
- Bullet #4: MD Early Assurance Program
- Bullet #5: PA inaugural class

Finance, Audit & Facilities Planning Committee

- Bullet #6: Request for Funding from Governor's Office



**Facilities and Operations Update
December 17, 2020**

Old Main Upgrades – Sanitary Sewer

Vendor: W.B. Fosson and Sons Inc.

Estimated Expense of Project: \$137,400

Amount paid/ encumbered to date: 0

Percent of project completed: 0%

Target date of completion: March 2021

Old Main Upgrades – East Wing Roof Repairs

Vendor: Shield Roofing and Construction

Estimated Expense of Project: \$89,000

Amount paid/ encumbered to date: 0

Percent of project completed: 0%

Target date of completion: Feb. 2021

Sorrell Maintenance Building HVAC

Vendor: Tri-State Heating and Air

Estimated Expense of Project: \$240,000

Amount paid/ encumbered to date: N/A

Percent of project completed: 0%

Target date of completion: June 2021

Jomie Jazz HVAC

Vendor: Dougherty Construction

Estimated Expense of Project: \$378,000

Amount paid/ encumbered to date: \$ 312,679

Percent of project completed: 92%

Target date of completion: Jan. 2021

15th Street Parking Garage

Vendor: Carl Walker Construction, Inv.

Estimated Expense of Project: \$13,064,000

Amount paid/ encumbered to date \$ 12,682,319

Percent of project completed: 97%

Target date of completion: Jan. 2021

Byrd Biotech Animal Research Facility Expansion

Vendor: WB Fosson & Sons, Inc.

Estimated Expense of Project: \$1,562,583

Amount paid/ encumbered to date \$310,890.00

Percent of project completed: 20%

Target date of completion: March 2021

Other Notes:



- Environmental Health and Safety continues to provide University leadership on COVID-19 Health and Safety related matters. Real time information on campus case and testing data is available on the University dashboard: <https://www.marshall.edu/coronavirus/dashboard/>
- Housing and Residence Life, in conjunction with First Year Resident Halls continue to provide daily residential support to students, faculty and staff who have tested positive or those that serve as primary contact. Holderby Hall's current capacity is 200. During the fall semester, we had approximately 269 students quarantined or isolated on campus in Holderby, 30 were off campus students and 85 of those students were COVID-19 positive.



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